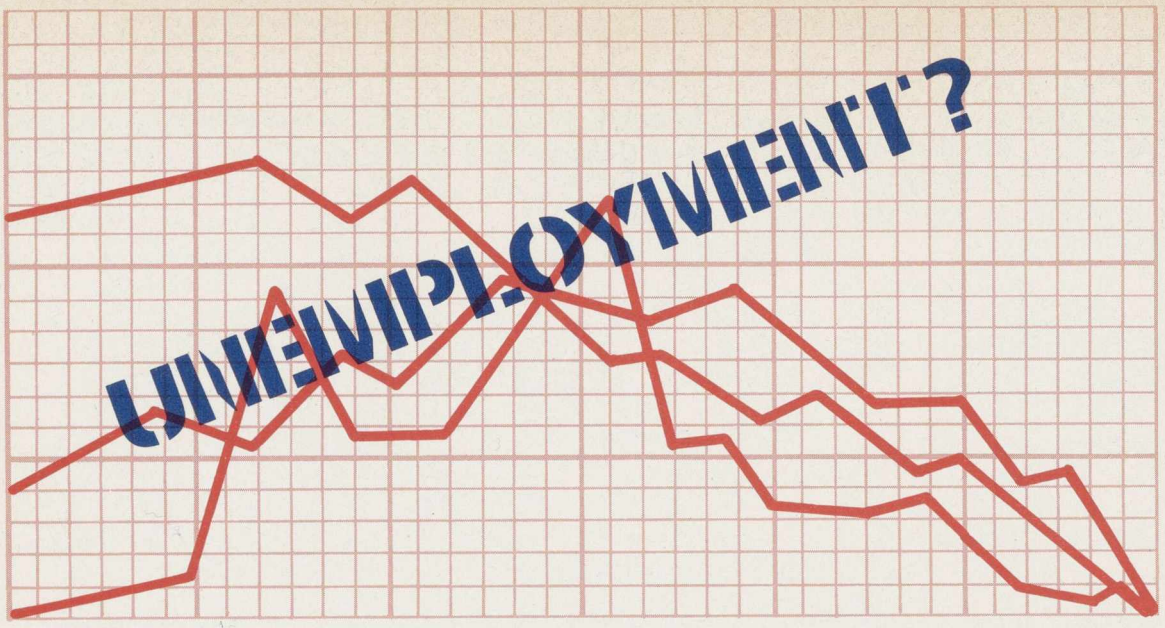
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
JANUARY 1976

1776-1976



A Glorious 200 Years



LABOR'S PLACE IN HISTORY

FOR SOME TIME it has been apparent that unemployment statistics in the United States have been misleading and therefore somewhat useless as a social or economic tool.

It has not been a case of skullduggery. Rather, the rules of definition of joblessness have failed to permit development of a complete picture of people without work at any given moment. Government statisticians have come up with employment percentages knowing well that they reflected but half a story.

Now comes an authoritative study documenting the situation. It has found inadequate the present system for measuring both employment and unemployment. It also has determined that the jobless index in usage is an unreliable indicator of economic hardship.

W. Willard Wirtz, former Secretary of Labor, and Harold Goldstein, a former labor statistician, put together the study entitled, "A Critical Look at the Measuring of Work."

Wirtz-Goldstein concluded what organized labor long has believed: A new index is needed to include not only the jobless but others such as discouraged workers, part-time workers who want full-time employment, and employed people whose earnings are below the poverty level.

They devised a new index and tested it against the existing index for March, 1972. They found that 11.5 per cent of the civilian labor force was trying to make ends meet with *inadequate employment and earnings*. The official rate of joblessness at the time was 5.9 per cent.

While lauding the accuracy of the statistics gathered by the government, Wirtz-Goldstein said the figures do not go far enough.

In "normal times," for example, only about 40 per cent of the unemployed are people forced to leave a job, either by being laid off or dismissed. The other 60 per cent either quit a job or are just *entering or re-entering* the labor force. In most of these cases it would be misleading to say the individual is suffering from economic hardship.

On the other hand, the study cited the father of three who manages to find work for but one hour in an entire month. He would be counted as employed if the hour fell in the week for which monthly employment figures were being gathered.

The index made no allowance in March, 1972, for the 1.2 million people who had given up looking for work. Although they might have wanted a job very much, they were not counted as being a part of the nation's labor force at all. Therefore, they were not counted among the unemployed.

The existing index might be likened to an enormous cottonwood tree of which a tabulator counts only the tufts still on the tree while ignoring the cotton falling to the ground or already on the ground.

Wirtz-Goldstein said their proposed new index would operate differently. It would not count certain groups in employment statistics, including people 65 or older and those under the age of 22 whose major activity is reported as school. Neither would it count all individuals with incomes above the mean income for the kinds of areas in which they live.

What Wirtz-Goldstein have done is to not only propose a new indexing system but to suggest a new definition of unemployment—at least for statistical purposes. The key phrase is "inadequate employment and earnings."

Inadequate employment and earnings can be as serious for a family as that which lacks any employment or earnings.

LABOR NEWS IN THE HEADLINES

NEW YORK CITY	A recent public opinion poll found that labor leaders are thought to know more about what people want than are the following groups: Major companies, organized religion, military leaders, the Supreme Court, the White House, and finally, Congress.
PHILADELPHIA, PA.	Union employees of the Penn Central Transportation Co., were informed the railroad is unable to pay most of a $45.7 million retroactive wage settlement as scheduled. Even as Penn Central made the announcement, the Senate Commerce Committee okayed a bill providing more than $8 billion in federal aid to the nation's railroads.
CHULA VISTA, CALIF.	Arrests of illegal aliens on farms between San Diego and Los Angeles have more than tripled to an average of more than 2,000 monthly, according to the U.S. Border Patrol. Growers are complaining of the "harassment" and the shortage of labor.
WASHINGTON, D.C.	The union-hating National Right to Work Committee recently announced a "mock tribute" to the National Labor Relations Board on the occasion of the Board's 40th anniversary. The RTW used the opportunity to demand that the law making the NLRB possible be wiped off the books and that all NLRB employees be fired.
NEW YORK CITY	One of the newest "labor" organizations in the land is composed of sons of business and industry executives being brought into the operation so they can take over when the old man retires. When clipped for brevity, the Sons of Bosses reads as SOB.
HONOLULU	The ruling policy group of the American Medical Association has gone strongly on record in favor of collective bargaining for doctors. The position is a complete turnabout from the AMA's historical view that group action by physicians is incompatible with good patient care.
FT. WORTH, TEX.	Ft. Worth is scheduled as the site of the 36th annual National Truck Roadeo sponsored by the American Trucking Assns., Inc. The competition is scheduled for next August 26-28.
ANN ARBOR, MICH.	"The traditional work ethic is outmoded and should be replaced by a 'worth' ethic which emphasizes the development of healthy and happy workers." That's the finding of three industrial relations experts who recently authored a book, "Human Resource Management," published by the University of Michigan.
WASHINGTON, D.C.	Morton Corn, new Assistant Secretary of Labor for Occupational Safety and Health, was sworn into office by Secretary of Labor John T. Dunlop. Corn has a doctor's degree from Harvard in industrial hygiene and sanitary engineering.
OTTAWA	Canadian postal workers ended a 43-day strike after voting, by a margin of less than 5 per cent, to accept the government's postal contract offer. The strike involved 22,000 clerks and sorters.
WASHINGTON, D.C.	Registration activity under the Farm Labor Contractor Registration Act increased in the first quarter of fiscal 1976, according to the Labor Department. There were 1,900 applications filed by farm labor contractors. During the same period a year earlier there were only 422 applications filed.
WASHINGTON, D.C.	The Labor Department's Manpower Administration has had its name changed. It was changed to Employment and Training Administration in response to criticism by women's leaders who fought use of what they regard as a sexist name for a major government agency.

THE INTERNATIONAL
Teamster
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Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

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From the Field

RETIRED CONFERENCE REPRESENTATIVE DIES

Timothy A. Griffin, a long-time representative of the Eastern Conference of Teamsters who retired early in 1975, died recently following an extended illness.
IBT Vice President Joseph Trerotola, ECT director, expressed regrets upon Griffin's death, saying he was "a true trade unionist who devoted his entire life to the help and betterment of his fellow man.
Trerotola added, "We are grateful for having had the opportunity to work with him."
A native of Albany, N.Y., Griffin became active in the labor movement when he worked for Schaefer Brewing Co. (22 years).
A long-time leader of Teamster Local 1015, he became vice president of the New York State Council of Brewery Workers and worked on legislation.
Griffin joined the Eastern Conference staff in 1959 to head the Brewery, Soft Drink, Wine and Liquor Trade Division, holding the job until his retirement.

OFFICER HELPS CHAIR LABOR-MGT CONFERENCE

Merlin Gorzlancyk, president of Teamster Local 75 in Green Bay, Wis., was a co-chairman of the second annual labor-management conference held recently in Green Bay. The day-long meeting considered productivity, inflation and unemployment and was attended by 196 representatives from labor and management.

CALIFORNIA TEAMSTERS NAMED TO WAGE BOARDS

A number of Teamster officials are among California trade unionists recently named to a series of wage boards charged with developing new minimum wage and work standards to be applicable in the state. The standards have not been updated since adoption in 1968. The wage boards will make recommendations to the California Industrial Welfare Commission, one of whose five members is Mike Elorduy, secretary-treasurer of the Teamsters California Council of Food Processing Unions.
Teamsters serving on the wage boards include: Alex Luscutoff of Local 857 in Sacramento, George Moffat of Local 601 in Stockton, Fred Parades of Local 588 in Oakland, Pete Baclig and Bob Rinker of Local 1973 in Delano, Jack Kalehuloa of Local 150 in Sacramento, Michael McLaughlin of Local 856 in San Francisco, and Carol Cook and Luis Uribe of the Teamster Farm Workers Union.
Also serving on a wage board is Vern Shorey of Teamster Joint Council 38 headquartered in Sacramento.

TWO OREGONIANS IN EXCLUSIVE CLUB

Two members of Teamster Local 223 in Portland, Ore., recently became members of the National Safety Council's "Two Million Mile Club" after covering that many miles over the road without accident.
They are Robert T. Peterson and Albert C. Clary. Both are drivers for Convoy Co. Peterson and Clary have been Teamsters Union members more than 25 years.

DORSEY TO LEAD LABOR GROUP

Edwin D. Dorsey, president of Teamster Joint Council 13 in St. Louis, Mo., recently was elected chairman of the United Labor Committee in Missouri. The committee, representing all trade unions in the state, was organized to combat the lies of the National Right to Work Committee.

TENNESSEE TRUSTEE TAKEN BY DEATH

Lloyd Ussery, trustee of Teamster Local 549 in Kingsport, Tenn., died recently. Ussery had served as a member of the local union's executive board since 1973. An over-the-road driver for several years, he was employed by Strickland Transportation Co.

AWARDS COMMISSION CITES METER MAID

Mrs. Juanita Minter, a member of Teamster Local 214 in Detroit, Mich., recently was selected by the Governor's Awards Commission as a "distinguished public employee."

A Detroit meter maid for nine years, Mrs. Minter works the downtown area.

In her spare time, Mrs. Minter supervises arts, crafts and games for inner city youngsters. Her Minter Athletic League has entered 250 teenagers and young adults in major city competition.

MEMBER'S SERVICE GIVEN RECOGNITION

Albert R. McAnany, a member of Teamster Local 135 in Indianapolis, Ind., received an award from his employer recently for his outstanding record of voluntary community service. The award came from Kroger Food Stores.

McAnany for years has served as a leader in the local American Cancer Society unit. He also has been president of the Lawrence Township volunteer fire department, performing as a fireman and teaching other firefighters.

MISSISSIPPIAN RETIRES AFTER 33 YEARS' WORK

M. L. Cameron retired from his job at Hercules, Inc., in Hattiesburg, Miss., after 33 years' work. A former president of Teamster Local 258 until he stepped down from the job last year, Cameron had a lot of unusual experiences through the years.

He has been "bumped back," laid off, reprimanded, threatened and once even had a boss assigned to him during the time he first ran for president of his local union. But Cameron managed to survive all the difficulties, including a 4-month running dispute with the company in 1974.

OBSERVATIONS OF THE GENERAL PRESIDENT



THE YEAR 1976 is upon us and certainly can be heralded as a banner year. It is the 200th birthday of a proud and glorious nation, and as the cover of this issue of the *International Teamster* says, we are a proud organization intent on serving the needs of the country.

More than two million Teamster members are at work everyday serving the nation's needs in the distribution of products and services, at work in manufacturing and almost every walk of life at the job site.

This membership is a proud membership. It is proud of its accomplishments in collective bargaining. It is proud of the part it has played in bringing the American worker into the mainstream of American economic life.

But, most of all, the Teamster membership is most proud of being loyal American citizens, dedicated to the improvement of the communities in which they live and thankful for the opportunity it has to serve the nation.

The Year 1976 will be a banner year in the history of the Teamsters Union. As this issue of the *International Teamster* reaches your mailboxes, we will be at the bargaining table with the trucking industry negotiating a renewal of the National Master Freight Agreement. While this agreement covers less than a fifth of the membership, it is a pattern-setter for other agreements in the Teamsters and throughout organized labor.

In June of this year, Teamster delegates will meet in the 21st International Union convention. At that convention, delegates will determine the direction of the union for the ensuing five years.

All of this is not to say that the nation will celebrate its 200th birthday without problems. We have many, including inflation and vast unemployment. While many predict that the nation is on its way out of economic distress, others caution that the recovery may be weak and short-lived.

It is the problem of the economic recovery and the effect on our membership which will be foremost in our minds in negotiations with the nation's trucking industry. Those problems will be a major topic of discussion at our convention in June.

So, we can admit that 1976 will be the year of challenges. As a nation, we have a 200-year history of dealing with challenges. As a union, we have a history of meeting challenge and dealing with it successfully.

Fortunately, we have learned something from our history as the world's largest free trade union. We have learned that unity is the by-word of success.

Knowing our own union history well, we enter this glorious year from a position of strength, determined to serve the nation as we have in the past, determined to fight circumstances and events which threaten us, and determined that the best interests of the membership will be served.

So, we join everyone in shouting "Happy Birthday" to our nation. It is a fitting tribute to a nation of men and women who insist on freedom as the foundation for building the avenues down which individuals can travel to individual attainment.

Frank C. Fitzsimmons



Teamster General President Frank E. Fitzsimmons makes a point as he presents the union's demands to the trucking industry for renewal of the National Master Freight Agreement.

Prelude to Bargaining

Fitzsimmons Presents Trucking Industry With Teamster Freight Contract Demands

TEAMSTER GENERAL President Frank E. Fitzsimmons and his negotiating committee have presented the union's demands to the trucking industry for renewal of the National Master Freight Agreement which expires March 31, 1976.

The demands were presented to employers December 11, 1975, in a joint meeting in Washington, D.C.

Although Fitzsimmons characterized the upcoming negotiations as difficult, he said the union's demands are necessary to make the membership whole because of raging inflation over the past several years.

The Teamster leader noted that the existing contract has a cap on the cost-of-living clause. But "there will be no cap on the cost-of-living clause in the new agreement," he said.

When formal negotiations begin January 6, 1976 in Washington, D.C., the union demand for a $2.50 hourly increase over the three-year life of the new contract will be on the bargaining table.

The demand calls for a $1 increase May 1, 1976, 75 cents May 1, 1977, and 75 cents May 1, 1978.

Also, the union proposal demands a 6-cent increase in the mileage rate, two cents each of the three years to coincide with increase rates in the hourly rate.

Also, the union is demanding a $12 per member per week increase in employer contributions to health and welfare and pensions each of the contract years, for a total of $36. Division of fare and pensions will be made during negotiations.

Trucking Employers, Inc. President William McIntyre and IBT President Frank Fitzsimmons at union's contract proposal meeting.



In addition, the union is asking for an additional amount required to bring the pension funds into compliance with ERISA (the Employee Retirement Income Security Act) recently passed by the Congress.

At the bargaining table, the union will be negotiating for three weeks vacation after eight years, a $2 increase in the meal allowance and a $3 increase in the lodging allowance over the three years of the contract.

Also, the union will be bargaining for two additional holidays, and 10 days cumulative sick leave per year, a funeral leave clause which includes in-laws, and employer payment of the difference between jury fees and the amount the employee would have earned had he not been called for jury duty.

The demand Fitzsimmons presented to the industry asks that all employees be paid for all time required when the employer requires them to take physical exams.

The union proposal deals directly with the issue of job safety and health these monies between health and wel-



by demanding each employer contribute one-half cent per hour worked into a Health and Safety Fund.

These monies will be used to retain qualified industry health and safety consultants, undertake trucking industry health surveys, pay for specialized equipment required to monitor or measure air, dust, noise, light and heat, and to pay for on-job training programs required to facilitate efforts to reduce occupational health and safety hazards.

In his remarks to the employers, Fitzsimmons declared that the industry should treat the union's demands in the area of safety and health in all seriousness as they have a high priority in the union's bargaining approach.

Over-the-Road

Teamster Retiree Writes Book About His Trucking Adventures

LEVI 'LEE' WHITEMAN has retired after 52 years of commercial driving—from 1917 to 1969—and in a refreshing style has recounted his driving experiences in a book which he calls "Over-the-Road."



The Teamster-turned author began driving his father's farm truck in 1914 in Coatesville, Pennsylvania. In 1917, he began his first paid job as a truck driver.

Soon, he was driving long-distance buses for some of the world's finest orchestras, including Paul Whiteman, Ozzie Nelson and Rudy Vallee.

Some of his most thrilling experiences were while delivering new autos for Nu-Car Carriers, Inc. He helped deliver vital goods and equipment during World War II.

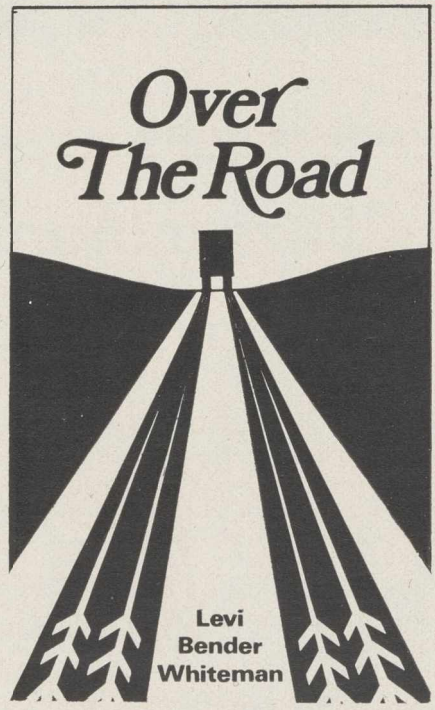
Whiteman, who drove more than 3,000,000 miles without a chargeable accident, attributes his safe driving record to a personal philosophy based upon deep religious beliefs.

Whiteman's book is laced with transportation history, information on early trucks and equipment, the impact of trucks on the nation's way of life, and a section on unusual truck drivers.

While the book is primarily a personal log of Lee Whiteman's half a century of commercial driving, its contents are of interest to everyone who has driven over-the-road and to those who want a similar experience.

Whiteman is retired from Teamster Local 312, in Chester, Pennsylvania. He credits his Teamster membership with making truck driving a meaningful life, and calls his recent meeting with Teamster General President Frank E. Fitzsimmons one of the highlights of his life.

His book "Over-the-Road" has recently come off the presses and is not generally available yet in the nation's



book stores. But, he has an ample supply to fill orders addressed to him at his home at 901 Beechwood Avenue, Collingdale, Pennsylvania, 19023.

If there is a bit of wanderlust in your spirit, you'll enjoy Lee Whiteman's book; and if you have or are now driving over-the-road, you'll find it is a ready reminder of experiences you and Lee Whiteman hold in common.

● White Collar

White collar workers in unions and other associations totaled 5.9 million in 1974, an increase of 673,000 from 1972, according to the Department of Labor.



In All Candor

Fitzsimmons Lays Bare Allegations At National Press Conference

Candor was the order of the day as Teamster General President Frank E. Fitzsimmons held a national press conference in Washington, D.C., December 3, 1975, at which he declared:

"We have nothing to hide as far as this union or the Central States Pension Fund are concerned."

In an opening statement, Fitzsimmons said:

". . . in recent months this union and its principals have been the subject of hundreds of press stories and public speculations. It has been printed that this International Union and I are under control of organized crime. It has been alleged that I may have had some connection with the Hoffa disappearance.

"There have been charges about the Central States Pension Fund and even wild charges about my personal finances.

"Except for the concern these stories have given Mrs. Fitzsimmons and our children, I have not been greatly bothered by them. I know the allegations are false and I would be content that eventually the truth will out.

"But the welfare of over two million Teamster members is uppermost in my responsibilities as I see them. And in fairness to those two million men and women who look to this union for their bread and butter, it is important that we help you (the press) in your attempts to set the record straight."

Fitzsimmons said it is "especially important now" as the union begins negotiations for renewal of the National Master Freight Agreement "which will affect every citizen in the United States."

He told the press "you have a legitimate right to ask a lot of questions about our goals in an agreement so far reaching, with such importance to the national economy.

"Particularly," Fitzsimmons said, "as we begin our negotiations it becomes important that we establish the truth, that neither this union or I am in the hands of organized crime and that whatever its record under previous leaders, this union has nothing to hide under the General Presidency of Frank Fitzsimmons."

The Teamster leader told the press he already has promised 1000 per cent cooperation in any fair investigation of the Central States Pension Fund. He did, however, voice strong opposition to formation of a select committee of the U.S. Senate to investigate the union.

In a letter to all U.S. Senators, Fitzsimmons protested a resolution introduced by Sen. Robert Griffin (R-Mich.), calling for a select committee, noting that the similar-type McClellan Committee in the 1950's so violated due process and fairness that the Senate subsequently changed its own rules.

On charges of "mob-infiltration" of the union or control by "organized crime," Fitzsimmons said:

"If there are those in suspect areas or people in our organization, then I look to the Justice Department to seek them out and prosecute them—not only them—but myself if I am thought to be a part of it."

On the question of negotiations for renewal of the national freight contract, Fitzsimmons declared that he sees "real tough bargaining ahead." He said he sees no "easy sledding ahead" with inflation outstanding and with the great national disease of vast unemployment.

Making negotiations more difficult, Fitzsimmons said, is a small element of "nutties" who try to create dissension in labor.

He noted that bargaining priority will be on wage increases to keep up with inflationary trends. Fitzsimmons said that a cap on the cost-of-living clause in the expiring agreement caused the membership to fall behind, and is a factor we will have to consider in negotiations.

Fitzsimmons strongly indicated employers can expect to greatly increase their contributions to Teamster pension plans. He said that under the Employee Retire-

ment Income Security Act, it will take a minimum increase of $8.25 per week per man just to enable the union to comply with that law. And, he stated definitely that the union would not settle for less pension benefits.

Another area of concern, he said, is the area of medical insurance where costs are estimated to increase 12½ per cent a year over the next three years.

Fitzsimmons said that this national freight agreement has always been negotiated without a work stoppage. We will negotiate through March 31st, hoping the agreement can be completed, he said, but he warned employers "the agreement must be consummated by that time."

Asked to assess President Ford's efforts to bring the nation out of recession, Fitzsimmons said that he has no doubt that the President would sincerely like to see the economy corrected.

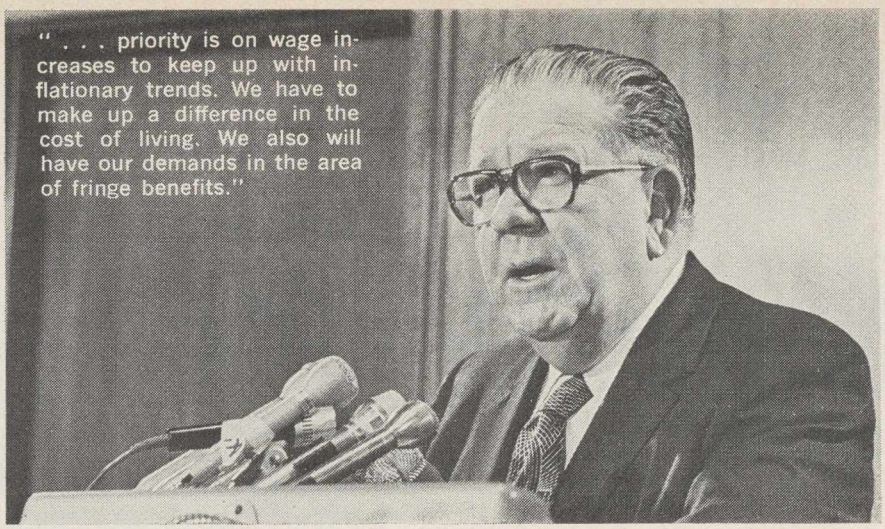
But the Teamster leader was sharp in his criticism of Ford's advisors, declaring that they fail to look at the real facts which workers and consumers face every day.

Specifically on the economy, Fitzsimmons called again for economic controls on all forms of income to halt the inflationary spiral. He has long advocated controls and price-roll backs, where profits have been exorbitant, to reestablish some purchasing power for the U.S. dollar.

He noted that some members of Congress and government economists point to greater productivity as the only answer. But Fitzsimmons argued for more, noting that increased production should lower costs to consumers, but they are not benefiting at this time as costs do not show a downward trend.

On the question of the Teamsters' recent cancellation of its mutual aid pacts with AFL-CIO unions, Fitzsimmons said it was a direct result of remarks of George Meany to the effect that the Teamsters are not a trade union. Fitzsimmons said: "So rather than cause these international unions any embarrassment we let these international unions know we are as great an international union as any in the world and that trade unionism is a high priority in the Teamsters."

Fitzsimmons said it had never been the practice of the Teamsters



to organize members of another union, and he said particular facts surrounding AFL-CIO picket lines will be the determining factor in whether the Teamsters will support strikes by other unions.

Asked if he will be a candidate for reelection at the Teamster convention next June, Fitzsimmons replied:

"Very definitely."

The press had a broad range of questions concerning the disappearance of Jimmy Hoffa and charges Hoffa made against Fitzsimmons.

Fitzsimmons stated that he knows no more about the disappearance than "anyone else sitting in this room." He refused to speculate on theories surrounding Hoffa's disappearance.

On the question of restrictions placed upon Hoffa when his sentence was commuted by President Nixon, Fitzsimmons replied that Hoffa placed the restrictions on himself.

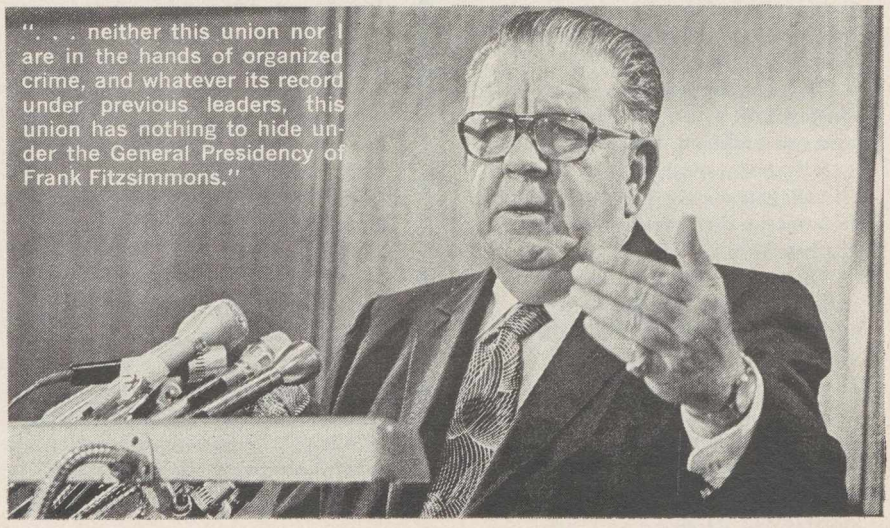
Fitzsimmons related that Hoffa knew he would receive no consideration for parole unless he resigned all of his connections with the union.

Fitzsimmons said he told Hoffa, prior to the 1971 convention, that if Hoffa intended to run for president of the union from prison, he, Fitzsimmons, would not run for general vice president again.

Subsequently, Hoffa sent Fitzsimmons a note from prison declaring: "I agree not to be in organized labor as an officer." Fitzsimmons said that only upon the receipt of that promise from Hoffa did he let his name go in nomination for general president at the convention.

Fitzsimmons said he took that course because he thought the membership of the union was entitled to something better than having a man in prison reelected president of its union.

Concluding, Fitzsimmons said that nothing has happened to change the relationship he has had with the Hoffa family over the last 40 years, and that he prays to God "no harm has come to Jimmy Hoffa."



Deregulation Could Affect Road Safety

HIGHWAY traffic safety could suffer if the Ford Administration succeeds in deregulating the trucking industry, according to a recent report by the Bureau of Motor Carrier Safety (BMCS).

The BMCS survey emphasizes that the risk to human lives on the nation's highways would increase if motor carriers were deregulated. The reason is that there would develop a proliferation of unsafe vehicles; also, individual drivers would push themselves beyond the point of exhaustion to make ends meet financially.

As an example, the BMCS cited an early-morning collision last year between a tractor-trailer and a station wagon. The wreck resulted in seven deaths and considerable property damage.

The terrible accident was caused, BMCS said, when the truck driver dozed at the wheel because of excessive hours of service and fatigue. Investigation disclosed that the driver, an employee of a non-union wholesale produce business which transported commodities in interstate commerce, had been on duty for 40 hours of which he had driven for more than 19 hours in covering 1,200 miles without appreciable rest. There was no indication that the 38-year-old truck driver took evasive action to prevent the collision.

Furthermore, a look-see at the driver's employer's compliance operations determined that the carrier—previously unknown to BMCS—was not in compliance with federal safety regulations.

Although the driver had 15 years' experience in the operation of commercial vehicles, he did not have the proper license to drive combination vehicles in the state in which the tragic accident occurred.

● Office Win

Clerical workers employed by Hygrade Food Products Corp., in Tacoma, Wash., voted overwhelmingly for representation by Teamster Local 313 in an election conducted recently by the National Labor Relations Board, according to Earl Bush, trustee of the local union.

1,000 Attend

Anderson Banquet Aids Guide Dog Organization



IBT Vice President M. E. (Andy) Anderson recently received the International Guiding Eyes Humanitarian Award, presented at a dinner in his honor. At the ceremony were (left to right): IBT Vice President Arnie Weinmeister; Danny Thomas, toastmaster for the event; Duke Lee, president of IGE; Andy Anderson, receiving his award; and IBT General President Frank E. Fitzsimmons.

MORE than 1,000 friends of IBT Vice President M. E. Anderson were on hand at a banquet in Los Angeles, Calif., recently from which the proceeds were given to the International Guiding Eyes which provides dogs for the sightless without charge.

Anderson, director of the Western Conference of Teamsters, received IGE's humanitarian award. The dinner gathered more than $100,000 for the organization.

Teamster General President Frank E. Fitzsimmons was among those on hand to pay tribute to Anderson. Vice President Arnie Weinmeister served as dinner chairman and Joint Council 42 President Pete Kurbatoff welcomed the guests.

Fitzsimmons, in his remarks, took the opportunity to cite the Anderson banquet as an example of Teamster generosity which has given real-life meaning to the biblical phrase that "we are our brothers' keeper."

Millions of dollars for worthy charities and organizations that administer to the needs of the less fortunate, Fitzsimmons said, have been raised by such Teamster banquets.

Fitzsimmons said that while Anderson "stepped into large shoes" left vacant by the retiring Einar Mohn, former WCT director, "he was my only choice for the position and he is doing a fine job."

Entertainer Danny Thomas served as toastmaster for the banquet. Among the guests was Edmund G. Brown, Sr., former Governor of California.

● In Massachusetts

Road drivers employed by Suffolk Storage Warehouse Co., in Acton, Mass., voted unanimously for representation by Teamster Local 82 in Quincy, Mass., in a recent National Labor Relations Board ballot, according to Henry Rofe, secretary-treasurer of the local union.

● Placements

More than 3.1 million workers were placed in jobs by the public employment service during the fiscal year ended last June 30th, according to the Department of Labor.

Radio Station Crew Votes For Teamsters

On-the-air staffers employed by radio station WDAE voted overwhelmingly for representation by Teamster Local 79, of Tampa, Fla., recently despite scurrilous management attacks on the union during the pre-election period.

R. H. Meeks, Local 79 secretary-treasurer, said 21 of the station's employees were eligible to ballot in the election conducted by the National Labor Relations Board. The count was 13 to 7 in favor of union representation.

Prior to the balloting, the Tampa station management had sent a letter to the on-the-air employees, reminding them of non-union benefits such as a "deluxe dinner and dancing party" at Christmas time; also appealing on a snob basis to the professional radio employee "with an intellect substantially greater than the average Teamster member."

Following the election, the station management bitterly refused to answer inquiring calls from local newspapers.

Bargaining Ruling Won By Local 299

Rapid Air Expediting, Inc., of Romulus, Mich., unlawfully refused to recognize or bargain with Teamster Local 299 of Detroit, Mich., according to a recent ruling by the National Labor Relations Board.

In granting a motion for summary judgment, the Board also found the employer illegally threatened to discharge workers if they were to engage in protected concerted strike activity, or to bring grievances concerning employment conditions to the union's attention; advised employees it would be futile to seek to compel payment of fringe benefit contributions to the union's health and welfare and pension funds through the union's intercession; and threatened employees with closure of the Romulus plant if they continued their support of the union.

Rapid Air was ordered by the Board to make good all its contractual obligations and to bargain with the union upon request.

Million Milers



Recently honored as new members of the "Million Mile Club" are these drivers for Bell Transit, all members of Teamster Local 538 in Kittanning, Pa. The safe drivers are (left to right): Front row—Darl Brocious, Omer Helm, Melvin Crytzer and Paul Dosch; Back row—Raymond Baker, Local 538 secretary-treasurer; Murray Schall, Charles O'Harrow, Robert Blackburn, David Coulter, and Burton Bloom, president of Local 538.

Teamster Case

Employer Has Strange Idea About Negotiating Contract

AN EMPLOYER with an out-of-the-ordinary conception of collective bargaining lost the decision to Teamster Local 413 of Columbus, O., in a recent ruling by the National Labor Relations Board.

Agreeing with the findings of the administrative law judge, the Board found Spriggs Distributing Co., of Portsmouth, O., guilty of refusing to bargain in good faith with the Teamster local union.

Also, said the Board, the employer illegally bargained directly with unit employees and threatened strikers with discipline and discharge.

At issue was whether a valid collective bargaining agreement was consummated as contended by the employer.

Both parties agreed that the last bargaining meeting occurred on May 31, 1974, with no agreement being reached and with the parties still far apart on wages. The employer, however, contended that during the next three days, he reached agreement with the union by dealing with the shop steward.

The judge found that the employer, aware that the contract was about to expire and that he might be faced with a strike, had telephoned the shop steward and inquired about what it would take to reach an agreement.

It was decided by the judge that the shop steward had no authority—real or apparent—to negotiate a final agreement. Moreover, said the judge, even assuming the shop steward had such authority, no complete, final agreement was consummated.

Regarding the strike, the judge found that it began at a time when no contract was in effect and therefore was not illegal as contended by the company. Employer threats to discharge strikers should they not return to work were accordingly unlawful.

Spriggs Distributing was ordered by the Board to cease the illegal activity and bargain with the Teamster local union upon request.

Who's a Boss?

Pilot's Dispatcher Decision Won by Carolina Teamsters

TEAMSTER Local 391 of Greensboro, N.C., won the decision recently in a National Labor Relations Board ruling against Pilot Freight Carriers, Inc.

The nub of the case was whether or not dispatchers were supervisory employees. The dispute got its start in 1973 when Local 391 organized clerical workers—including 15 dispatchers—at Pilot's terminal in Kernersville, N.C.

A 1-day strike for recognition highlighted the organizing campaign.

As part of the settlement clearing away the smoke after the 1-day strike, both the local union and the freight company agreed to have the NLRB resolve the question of whether or not dispatchers were supervisory personnel.

It was Pilot's aim to have the dispatchers excluded from the bargaining unit. To make certain of this, the company quickly violated the agreement with Local 391 and soon issued new job descriptions for the dispatchers. The descriptions changed the duties of the men and clearly converted them to supervisors.

The Teamster local union wasted no time. It immediately filed unfair labor practices charges with the NLRB. The Board's regional director dismissed the charges.

Now Local 391 appealed to the Board's main office and finally managed to get a complaint issued against Pilot Freight. In subsequent hearings, the administrative law judge ruled against the local union.

With the aid of the Eastern Conference of Teamsters and the International Union, Local 391 continued the fight with appeals.

Success crowned the combined effort recently as the NLRB reversed the judge on every issue and found that—as the Teamster local union contended all along—the Pilot Freight dispatchers at Kernersville were indeed employees.

The Board also ruled that Pilot Freight committed unfair labor practices by changing the duties of the dispatchers after the men had signed up with the union.

In addition to the usual cease and desist orders, the Board ordered Pilot Freight to rescind the altered job descriptions of the dispatchers and to bargain with Local 391 over the inclusion of the men as part of the office clerical collective bargaining agreement.

Teamster Project



This recently completed high rise apartment building for senior citizens is the first Teamster-sponsored project of its kind in Southern California, according to Dwayne H. Unke, secretary-treasurer of Teamster Local 381 in Santa Maria, Calif. The project was built partly with federal funds and named "Union Plaza."

● Drivers Vote

A dozen drivers employed by Young Transfer of Charlotte, N.C., voted by a two-thirds majority in favor of representation by Teamster Local 71 in an election conducted recently by the National Labor Relations Board, according to W. C. Barbee, president of the local union.

● Office Win

Fourteen office workers employed by Tri-State Drug Co., in Uniontown, Pa., voted overwhelmingly for representation by Teamster Local 491 in an election conducted recently by the National Labor Relations Board, according to Whitman Evans, secretary-treasurer of the local union.

Deputies Vote For Teamsters At Snohomish

Teamster Local 763 of Seattle, Wash., overwhelmingly won a representation election recently among Snohomish County law enforcement officers ranked deputy through captain.

Jon Rabine, Local 763 secretary-treasurer, said 92 officers were eligible to vote in the election conducted by the Washington State Department of Labor and Industries. The vote was 63 to 12 in favor of the Teamsters. The union received certification from the state agency.

In an earlier election, the same union had won bargaining representation rights for supportive services staff employees in the Snohomish County sheriff's office, including police clerks, records clerks, warrant and confinement officers and social service workers.

Rabine said negotiations for a contract are now underway with Snohomish County.

Contract Enforcers



This group of Teamsters from Local 315 in Martinez, Calif., forced Santa Fe Trails in Richmond to live up to the contract when it came to proper pay rates for night work. Settlement of a grievance resulted in the award of thousands of dollars in back differential to members involved. Shown are (left to right): Chick Russel, steward; Vince Aloise, Local 315 president; Dick Royce, steward; Virgil Patton, committee member, and Milo Peyovich, assistant steward.

$547 Per Person

Health Industry Collected $118 Billion in Fiscal '75

AMERICANS paid $118 billion for health services in fiscal 1975—a whopping 8.3 per cent of the gross national product.

The individual cost, according to the Social Security Administration, came to $547 for every man, woman and child in the United States.

The sum was a 13.9 per cent increase from $104 billion two years ago.

Figures in the Consumer Price Index show that health costs increased 11.5 per cent in the year ending last October. The total index gain was only 5.2 per cent.

Tabulation of the health care cost was made by the Department of Health, Education and Welfare (HEW) in response to Administration requests for compilations on which to prepare a budget for the fiscal year that begins in October, 1976.

Government officials appeared flabbergasted by the $110 billion health industry tab for fiscal 1975.

Dr. Kenneth M. Endicott, administrator of the Health Resources Administration for HEW, commented, "We are beginning to reach a point where we are going to say that that's all we want to put into health."

Dorothy P. Rice, deputy assistant commissioner for Social Security, had an even more pertinent comment:

"The question remains how much, with the limited resources we have in the economy, is the appropriate amount for health? Should we be spending so much, and are we improving our health status with the dollars we spend? It is not clear that the additional dollars are having that effect."

Both officials were reacting to a single significant fact in the cost of health services. The largest chunk of increased cost in fiscal 1975 came in federal spending which jumped 22.2 per cent.

Medicaid expenditures were up 25 per cent from fiscal 1974 to $13 billion the past fiscal year. In the same period, Medicare costs jumped 30 per cent to a total of $14.8 billion.

Added together, doctors and hospitals collected a total of $27.8 billion from federal health programs in fiscal 1975.

It should be noted that the total health services industry includes not only physicians' and hospital fees but medical and health devices, research, construction and training.

So far as the future is concerned, President Ford has vowed to cut $28 billion from the budget this year. He has indicated that much of the cutting will affect HEW programs.

Bargaining Ruling Won In Baltimore

Teamster Local 557 of Baltimore, Md., won the National Labor Relations Board decision recently in a bargaining case involving Locust Industries, Inc.

The Board, on a motion for summary judgment, ruled that the employer brought nothing new to the case on the second time around.

It granted the motion and ordered Locust Industries to cease the illegal conduct, also to bargain with the union upon request.

● Auto Transport

Dispatchers employed by Complete Auto Transit, Inc., of Flint, Mich., voted unanimously for representation by Teamster Local 332 in a recent National Labor Relations Board ballot, according to Edward Gorham, secretary-treasurer of the local union.

Board Rules Two Firms Really One

The National Labor Relations Board recently ruled in favor of Teamster Local 200 of Milwaukee, Wis., in a case in which a company claimed it was really two firms.

No, said the Board in sustaining the findings of the administrative law judge who found the company violated the law by refusing to abide by terms of a collective bargaining agreement executed with Local 200. The decision went against United Contractors, Inc., and JMCO Trucking, Inc., joint employers.

Management claimed that United and JMCO were separate employers and therefore JMCO had no obligation to honor the Local 200 contract. The judge said the two companies were a single employer within the meaning of the law—based on integration of their operations, interchange of employees, common ownership, management and labor relations.

The company was ordered to cease the illegal conduct, offer backpay and reinstatement to three dischargees, honor and enforce the union agreement, and bargain with Local 200 upon request.

'Fears' Voiced

Business Publications Resume Plying 'Union-Inflation' Theme

IT'S starting up again, that old anti-union theme song played periodically by business publications devoted to protecting them that has against them that hasn't.

"A fateful year of labor negotiations looms ahead," cried the *Wall Street Journal* last December 9th, "and government economy-watchers are concerned that at the end of it lies a new round of inflation."

The *Journal* statement is typical of the approach taken by business-oriented newspapers and magazines as a busy year of collective bargaining negotiations gets underway.

Subtle Bias

Some of the publications are none too subtle either. *Business Week* magazine, for example in reference to Teamster-trucking negotiations, referred to a"strike deadline of March 31."

What *Business Week* meant to tell its readers, but could not bear to be factual, was that the current National Master Freight Agreement of the Teamsters and the trucking industry, *expires* on March 31.

Business Week, in failing to support its "strike deadline" remark, glossed over the fact that formal negotiations have not even begun on the freight contract—so how could there be strike talk? Anyway, neither side discussed strike possibilities as 1976 opened—for there never has been a strike on master freight talks.

Grabbing at Straws

Despite the fact that Labor Secretary John Dunlop and Federal Mediation chief W. J. Usury have both indicated they do not expect too much trouble in the coming, heavy bargaining year, there are exceptional remarks that the union-fighters grab gleefully.

For instance, Michael Moskow, director of the Council on Wage and Price Stability, declared that barring an unexpected surge in food or fuel costs (according to the *Journal*), "the key to slowing down inflation next year will definitely be on the labor cost side."

What Moskow did not dwell upon, however, is that during the past few years labor has shown more moderation than business.

The *Journal* was kind enough to point this out, saying:

"Since the end of 1973, when most of (this) year's expiring contracts were last negotiated, workers' average gross weekly pay, measured in constant 1967 dollars, has dropped 5.3 per cent. And after-tax pay, adjusted for inflation, stood in October at about 4 per cent below its average for 1973."

The point was made so the *Journal* could then sound the alarm in the next sentence, "Those figures have now inspired the unions' catch-up drive."

Education Change

Grass Roots Campaign Led By Teamsters in Indiana



Teamster Local 215 members and supporters turn in petitions of 30,000 signatures they gathered to try and get a referendum on a controversial method for selecting Vanderburgh County school board members in Indiana. The signature-gathering process was a perfect example of successful grass-roots political work.

MEMBERS of Teamster Local 215 in Evansville, Ind., recently spearheaded a grass roots drive to make possible a referendum on the controversial status of a school board.

Basically, Local 215 conducted a campaign for an elected school board in Vanderburgh County in the State of Indiana. As presently written, the law provides that the mayor and the judge of the circuit court make appointments to the 7-member school board.

Clifford K. Arden, Local 215 president, coordinated an effort to get signatures on petitions for a referendum on an elected school board.

Petition booths were set up for the primary election last May and again during the general election last November. Local 215 members filled the booths at each of the 147 precincts in the county.

The hard work of the Teamsters proved rewarding as more than 30,000 signatures were obtained—more than enough to fill the required 20 per cent of the county's 102,127 registered voters in the previous election.

Once the petitions are verified by the Vanderburgh County voter registration office, it will mean that the question will go on the next ballot as a referendum. Voters will then have a chance to decide if they want an elected school board or to continue with the current appointive arrangement.

Changing Times

Shift in Educational Trend Stresses Work Introduction

THERE is a new educational trend developing in the United States with the aim of teaching older high school students about work—by working.

The most notable example is in Connecticut where that state's education commissioner, Mark R. Shedd, has a goal of getting high school students out of the classroom for at least a year. He would substitute training in the community as job-holders and citizens.

Shedd's long-range hope is the development of a program whereby students work a semester in business for pay as well as for school credits. The students would work another semester with government, social or cultural institutions in the community.

Public high schools in many Connecticut towns already have made a start in this direction. They have senior high schoolers working in business offices and at non-hazardous jobs in factories. The kids also work in marketing, retailing, hospitals, garages, etc.—always for pay and never more than four hours a day.

Such programs in Connecticut only number about 120 at the moment and involve less than 20 per cent of the 42,000 high school seniors.

Shedd is one of the leaders in what is coming to be thought of as new views about old patterns of education. His comment: "We have to be more creative in the way we use resources in the community itself."

As Shedd puts it, colleges are having increasing trouble getting students directly from high school and keeping them four or more years.

Increasingly, high school graduates are becoming bored with their first introduction to college and feel they are wasting their time, according to Shedd.

As for high school itself, too many seniors feel the situation is so far removed from reality that they are "turned off" by the whole process.

The program envisioned by Shedd is different from so-called vocational training. He calls it "career education" because it emphasizes actually working on a job and understanding it.

One positive aspect of career education is that it creates situations where young people are introduced to the realism of work.

There is a growing interest in the federal government regarding the trend. Advocates think of it as a tool for getting youngsters to seriously consider their prospective careers while there is still time to learn.

Perhaps one of the greatest spurs to the idea of career education is a statement made recently by T. H. Bell, Federal Commissioner of Education.

Bell said: "We must teach a new generation that sensuousness and materialism will bring neither lasting joy nor promise for their children or their children's children."

400 Members

Illinois Local Beats Raid On State Employee Unit

A HEAVY majority of members of Teamster Local 330 in Elgin, Ill., recently voted to remain with the local union in the face of a raid by the Illinois State Employees Association (ISEA).

Howard Floyd, president of Local 300, said the defeat of the raiding group came in an election conducted by the State of Illinois Office of Collective Bargaining.

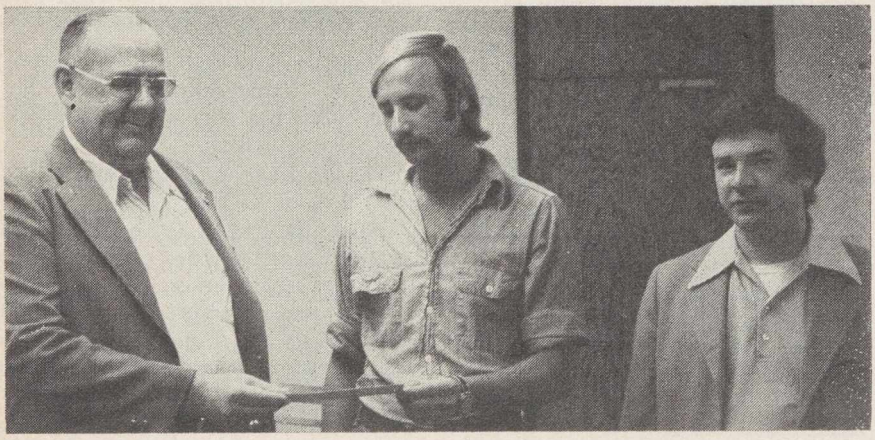
Floyd said the raiding group, which had never represented a single state employee in any contract negotiation, used every trick in the book to try and steal the 400 Teamsters Union members.

The members in question are employed in the Illinois departments of transportation, corrections, general services and mental health in district No. 1 outside of Cook County.

With support from IBT Vice President Ray Schoessling, director of the Central Conference of Teamsters, Floyd said Local 330 was able to conduct an intensive campaign of defense covering seven Illinois counties in just weeks prior to the election.

When the smoke had cleared and the raiders routed, Local 330 was able to resume contract negotiations that were interrupted when the representation challenge appeared last July.

$6,670 Backpay



Geoffrey Steiner (center), a member of Teamster Local 638 in Minneapolis, Minn., receives a $6,670 backpay check from Ray Johnson (left), Local 638 secretary-treasurer as Dick Heck, business agent, looks on. Steiner, a driver for United Parcel, was discharged in a dispute that erupted following his illness. Local 638 won the decision through the grievance procedure.

Teamsters Balloting Still Tops

Teamsters Union affiliates as usual led organized labor in single-union balloting activity and success, according to the National Labor Relations Board's most recent figures, for July, 1975.

The NLRB said Teamster organizations took part in 168—or 30 per cent—of the 560 single-union elections involving all unions in the nation. Teamsters won 88—or 32 per cent—of the 275 units won in those elections.

Of the 9,844 workers eligible to vote in the units won by all unions in single-union voting last July, Teamsters accounted for 1,489—or better than 15 per cent—of the total.

● Warehousemen

Warehousemen employed by North Atlantic Steel Corp., in Alameda, Calif., voted unanimously for representation by Teamster Local 853 of Oakland, Calif., in a recent National Labor Relations Board election, according to Rome Aloise, Local 853 organizer.

Teamster Case

Denial of Bonus to Strikers Is Ruled Violation by Board

AN EMPLOYER who denied year-end bonuses to 33 striking employees was in violation of the law, according to a recent decision by the National Labor Relations Board.

The ruling came in a case involving Teamster Local 980 of Santa Rosa, Calif., and Electro Vector, Inc., of Forestville, Calif.

Upholding the findings of the administrative law judge, the Board found in favor of the union.

The bonus in question was computed on a base of $150 for a full year's work with the amount diminishing on a set formula for absences. To receive payment, a worker was required to be actually working on two qualifying dates—the last day of the company's fiscal year and the date the bonus was paid.

Board members noted that disqualification of strikers for a benefit is not unlawful if it serves legitimate business interests in some significant fashion.

In this case, however, there was no business justification which would even arguably warrant denial of benefits to strikers for failure to work on the two eligibility dates.

It was noted that the company did not contend that the failure of its employees to work on those dates had any significant impact on its business. Nor did it contend there was anything else special about those particular dates.

Therefore, the Board concluded that depriving employees of any entitlement to the bonus for which they otherwise were qualified—because they were on strike on the two dates—was "inherently destructive" of the employees' right to strike.

It was also concluded that different treatment of two groups of workers—one working and the other on strike—each of which had earned a bonus, constituted discrimination in its simplest form.

Electro Vector was ordered by the Board to cease the unfair labor practices and to pay the strikers their 1974 bonus, reducing the bonus by the length of any employee's absence, even if that absence was due to a strike.

$6,300 Check



Ed Treptow (center), retired member of Teamster Local 75 in Green Bay, Wis., is flanked by Donald Tilkens (left), secretary-treasurer, and Dean Sederstrom, vice president, as he receives a back pension payment of $6,300.

Tire Council Offers Winter Tips on Tires

It's that time of year again, warns the Tire Industry Safety Council. As temperatures begin to drop, so does the air pressure in automobile tires.

Underinflated tires can cause erratic steering and excessive wear, the Council said in a special statement. And, it added, soft tires are an added motoring expense in that they increase gasoline consumption.

"For every ten degree drop in temperature, a tire may lose a pound of air pressure," said Malcolm Lovell, Chairman of the Tire Council. The Council also suggested other seasonal tire safety and maintenance checks including:

- Front end alignment.
- A check of state laws if you are considering the purchase of studded tires.
- Storage of your regular tires in a cool, dry place, out of the sun and away from electric motors which produce a rubber-deteriorating ozone.

One in 10

Job Injury-Illness Pattern Consistent Through Years

JOB-RELATED injury or illness has stricken one of every 10 workers in private industry for the third straight year.

The Labor Department's Bureau of Labor Statistics said the results of the 1974 survey of occupational injuries and illnesses in the private sector, released late in 1975, showed little year-to-year change on the average.

The BLS survey was the first occasion where direct comparison of occupational safety and health experience could be measured.

Some of the significant survey findings included:

—About 5.9 million work-related injuries and illnesses occurred during 1974, a decrease of about 163,000 from 1973. This decrease was entirely in the cases which did not involve lost worktime.

—The incidence rate (number of injuries and illnesses per 100 full-time workers) for all industries combined fell 5.5 per cent—from 11.0 in 1973 to 10.4 in 1974.

—5,900 work-related fatalities were reported in 1974, compared to 5,700 for 1973. This change may not be, however, statistically significant in view of the sampling process.

—About 31 million workdays were lost due to work-related injuries and illnesses during 1974. Translated into a measure of severity the incidence rate of lost workdays per 100 full-time workers rose from 53.3 in 1973 to 54.6 in 1974—approximately 2 per cent.

Reported occupational injury and illness data are based on the records employers must maintain under the Occupational Safety and Health Act (OSHA).

● Clock Firm

A strong majority of workers employed by Carlson's Industries, Inc., a clock manufacturing company, voted for representation by Teamster Local 35 of Trenton, N.J., recently.

Samuel F. Guidotti, Local 35 president, said 34 assemblers, packers, shippers and receivers were eligible to vote in the National Labor Relations Board ballot. The tally was 21 to 8 in favor of the union. A contract already has been ratified.

Safe Driver



Samuel J. Cole (left), a member of Teamster Local 955 in Kansas City, Mo., is shown receiving a safe-driving award from his employer, William Walker, president of Merchants Delivery. Also shown are Virgil Keefer (right), president of Local 955, and Walter Clark (second from right), operations manager of the company.

$9,974 Backpay



Jess Escobar (left), a member of Teamster Local 296 in San Jose, Calif., was all smiles as he received a $9,974 backpay check from Dave Torre, business agent. The check award was made by an arbitrator after a grievance deadlock with Kilpatrick's Bakery over Escobar's discharge. Escobar was reinstated with seniority and all other benefits lost during the dispute.

Delivery Unit Votes Teamster In Texas

Teamster Local 1111 of Houston, Tex., gained a large unit in a representation election victory recently in city pickup and delivery.

Ralph Waymire, secretary-treasurer of Local 1111, said 95 truck drivers and dock workers were eligible to vote in a National Labor Relations Board election held at Tex-Pack Express of Houston, Inc.

With more than 80 per cent of the employees voting, the Teamsters won handily. The vote was 57 to 24 in favor of the union.

Stagflation No Bother To Big Bank

A. W. Clausen, president of BankAmerica Corp., announced at the end of 1975 that the corporation's earnings would be up slightly more than 17 per cent for the year.

BankAmerica's record earnings in 1974 totaled $256.7 million, or $3.72 a share.

Scholarships



Dennis M. Silverman, president of Teamster Local 810 in New York City, is shown presenting $3,000 checks to this year's winners of the local union's scholarships named in honor of Local 810 President Emeritus Milton Silverman. Receiving the college grants are (left to right) Robert Naccarella, Marianne Ruvo and Maritza Cruz.

Board Ruling Won by Local In Wheeling

Teamster Local 697 of Wheeling, W.Va., won a National Labor Relations Board decision recently in a case involving Stone & Thomas.

The Board ruled that the employer violated the law by unilaterally transferring certain receiving and marketing functions formerly performed at its Wheeling warehouse on merchandise for sale at the company's Clarksburg and Fairmont stores, and by failing to consult Local 697 concerning the decision and/or its effects.

Stone & Thomas was ordered by the Board to cease the unfair labor practices, to bargain with the union upon request, and to reinstate the receiving and marketing functions at the warehouse in Wheeling where they previously were performed by members of the union, and to also offer the Local 697 members reinstatement to their former jobs.

Americans Move a Lot Every Year

About 72 million Americans changed their homestead at least once between 1970 and 1974, according to Conference Board, a private research organization.

Of the 37 per cent of the nation's total population that moved in the period cited, about three of every five families relocated their residence in the same county.

Usually, the researchers found, the move was to a more appropriate dwelling to reflect either a change in family composition or in income.

About one of every five families making a move leaves the county but remains in the same state. The other 20 per cent of families migrate to a different state.

Since 1970, some 16 states increased their population at a rate of 50 per cent faster than the total United States, while eight states had a growth rate half the national average.

In California

Teamster Local Wins Ruling Over 'Undermining' Employer

IT WAS RULED by the National Labor Relations Board recently that Dallas Ceramic Co., of Sacramento, Calif., violated the law by engaging in conduct calculated to undermine the majority status of Teamster Local 150 at the company's warehouse.

The Board sustained the findings of the administrative law judge. The judge said the company illegally conveyed to warehousemen and forklift operators that it was futile to seek union representation, also that their grievances could best be redressed by bargaining individually with the employer.

There was still more.

The judge found that the employer's representatives demonstrated to the workers that the company was taking steps—including those necessary to open a new warehouse—to redress employee grievances as solicited by the firm's vice president and also its warehouse manager.

There was a further statement by the company president that it would not be possible to open a new warehouse if the union won the election since "they would be engaged in a long struggle with the union."

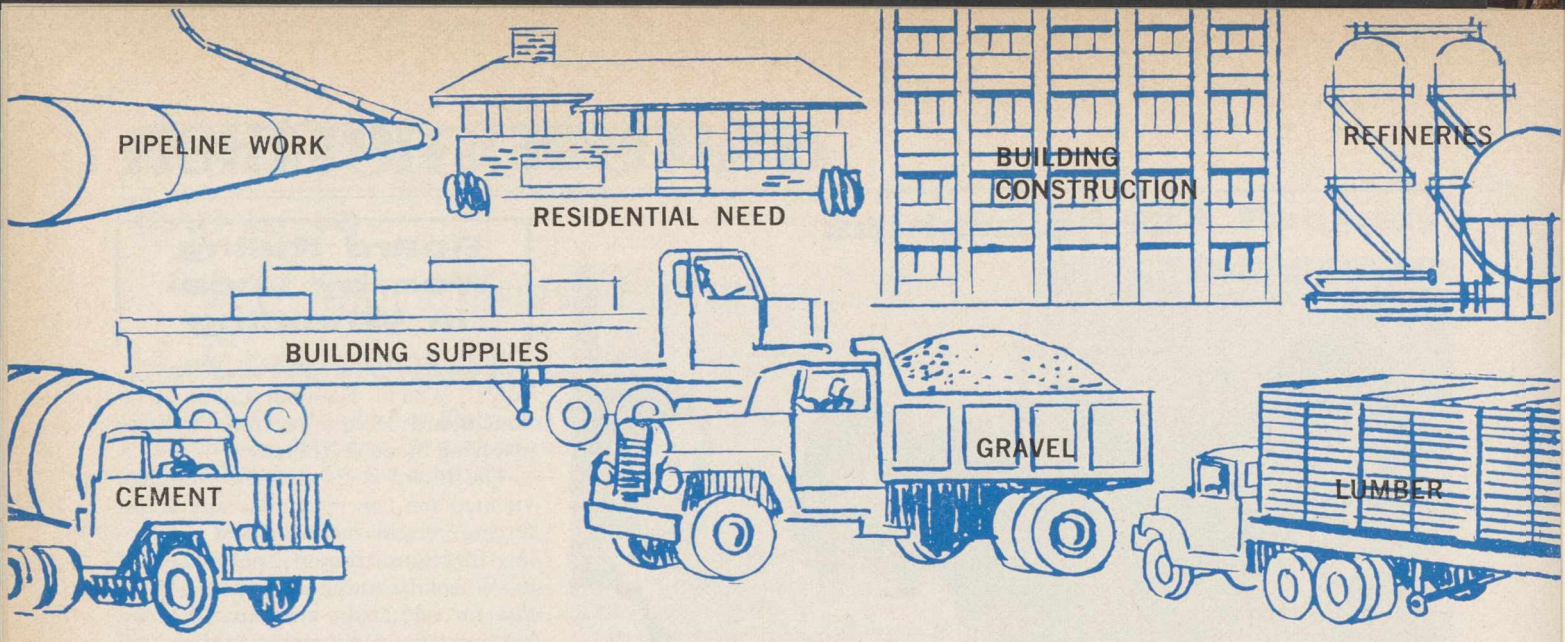
Considering the company's total stance, the Board was satisfied that the employer's actions and statements were calculated to and did convey to the workers the futility of selecting the union to represent them.

Dallas Ceramic was ordered by the Board to cease the unlawful conduct and, upon request, to bargain with the Teamster local union.

● New Contract

Members of Teamster Local 955 in Kansas City, Mo., employed by John Sexton Co., a Beatrice Foods subsidiary, recently ratified their initial 3-year agreement.

Harry Williams, Local 955 secretary-treasurer, said the contract provides substantial wage gains, health and welfare and pension contributions, and other fringe gains.



Construction: Is An Upturn In Sight?

IF THE LATEST Dodge/Sweet's Construction Outlook's predictions are accurate, the construction industry may be readying for an economic upturn that could mean jobs for Teamsters in the coming year.

The 1976 report by the McGraw-Hill Information Systems economists, who make it their business to gauge trends in the construction industry, was released recently. It predicts that conditions in this high-unemployment area may improve during 1976, and adds the "promise of a solid gain in 1977," to its anticipations, should economic conditions continue improving as expected.

The report said that single family housing starts, already on the upswing, were expected to loosen up as election 1976 nears and political realities force a change in the government's economic priorities.

Likewise, the consistent steadiness of the institutional building market is expected to continue cushioning the bumpy construction industry during 1976, as it has in the past year.

Non-building construction, the only one of the three broad groupings of the construction market to show a gain in the recession-dominated year of 1975, will continue to buoy construction prospects in 1976, experts say.

Energy-related construction (mostly refineries and processing plants, in addition to pipeline work) accounted for more than half of all the work contracted-for in first half, 1975. It will probably remain stable in the coming year as well.

Two markets the economists aren't depending on are multi-family residential construction and non-residential construction.

The multi-family housing market is too glutted with condominiums and other empty, already-constructed units to become a viable force in a recovery, the experts say.

After several bad years, non-residential construction is in a state of flux, and won't increase greatly during '76, according to McGraw's economists.

"The potential for 1977 contracting," however, "is considerable since that year will be starting off at a high rate of contracting and the cycle will still be in its ascending phase. Typically, the second post-recession year (1977) is the one when most of the gain is realized in non-residential buildings," the Dodge/Sweet report said. "The first post-recession year (1976) is the turnaround year."

In the commercial building market, a three-and-a-half year wave of commercial construction collapsed in 1974, the victim of the money crunch and the deepening recession.

Contractors are currently watching the money market warily for reasons to justify a new advance—"a housing recovery that would lead to shopping center development, lower unemployment that would reduce high office building vacancy rates, or less inflation and lower interest rates that would help make development feasible," the report said.

According to McGraw-Hill's experts, the cyclical upswing of 1971-72 (the last economic recovery period) brought the construction industry to its best year ever, by any measure, in 1973. That was when construction expenditures, physical volume, employment, and materials used all were at their peaks. "Now the Dodge index is again in the same phase of the cycle as it was back in mid-1970," the economists say "and the industry is again in position to catch the construction market in a strong rebound."

Drawing early strength in 1976 from housing and energy-related construction begun in 1975, "the normal course of events should bring an upturn before mid-1976 in the one remaining soft spot in construction markets—non-residential building, typically the last to recover," the report predicted.

"And if inflation in construction can be held to 7 per cent in 1976, it means that next year's forecast of 15 per cent expansion in contract value implies a strong 8 per cent improvement in the elements of 'real' construction—jobs and building products—and a big step back in the direction of the better times of 1972 and 1973.

"The 1975 recovery in contracting was mainly in one-family housing and heavy construction. After the non-resi-

dential building construction recovery begins in the early part of 1976, demand for building products should strengthen noticeably around midyear, showing a decidedly upward tilt through 1976's second half, and the promise of a solid gain in 1977."

The perils aren't entirely behind us yet. The recession this country is now emerging from is one of the strongest downward cycles to hit this country in many years. So the recovery from it will be a fragile one. National energy needs and demands will play an important role in the construction industry as the nation focuses on this area. National economic policy will add a strong influence.

But, in an election year, inflation, interest rates, and federal spending policies will be important campaign issues. The economic "pros" are betting monetary policies will loosen up before the voters get to the polls, a situation which should help the construction industry in its recovery.

So, with all the hedging, it appears a recovery may indeed be on the way, promising some needed JOBS for hard-hit workers who've faced 20 per cent industry unemployment figures for over a year.

Teamster Reflex

Public Workers Organized Under New Law in Iowa

TEAMSTER Local 844 of Waterloo, Ia., rolled up its sleeves and went to work quickly to win a pair of representation elections within three weeks after a new state law went into effect to give public employees rights of collective bargaining.

John R. Patchin, Local 844 secretary-treasurer, said ballots were won among: City of Waterloo clerical and technical employees and Cedar Falls School custodial employees.

There were 73 eligible voters in the Waterloo unit where the ballot count was 54 in favor of the union and only 7 against.

There were 44 custodians eligible to vote in the Cedar Falls school unit and the result was 28 to 4 in favor of the Teamsters.

Patchin said the local union has three other unit applications pending before the new Iowa Public Employee Relations Board, with yet another four applications in preparation.

The state board was established for determining the eligibility of units and has the final decision on all matters documenting the bargaining unit determinations and certifications.

Nursing Home Case Won In Massachusetts

The National Labor Relations Board ruled that the Highland Avenue Convalescent Home, Inc., in Fall River, Mass., unlawfully warned employees they were subject to discharge if they had union discussions on the employer's premises.

The decision, in agreement with an administrative law judge, involved Teamster Local 526. The Board also ruled that the employer violated the law by informing the nursing home employees that—at another home under the same ownership—after a year of hiring, firing and rehiring, the employees "got the message" and decided to have nothing to do with the union there involved.

Highland was ordered by the Board to cease its illegal activity.

Achievement Of Justice Takes 5 Years

Teamster Local 853 of Oakland, Calif., battled an injustice for five years and finally gained success recently to benefit members involved with an $80,000 settlement.

It all started when a firm, P.I.C., went out of business at the Oakland army base and a new company took over. The new employer failed to make proper payment on wages, pension contributions, etc., and finally the local union commenced meetings with the army and a labor commission.

For five years, Albert Costa, Local 853 secretary-treasurer, led the union side of the hassle and eventually the employer was made to agree to pay $80,000 in lost wages.

Boss Pushes, Union Reacts And Wins

SELDOM does it happen anymore, in the records of the National Labor Relations Board, that an employer figuratively runs amuck.

But that's what happened to some members of Teamster Local 210 in New York City not so long ago.

When the management of Fordham Equipment Co., Inc., of Bronx began to push the employees, the result was predictable: The union pushed back through the National Labor Relations Act and won the decision.

The Board upheld the findings of the administrative law judge. The determination was so broad that the judge made a general reference to "unlawful employer conduct"—an uncommon happening in NLRB decisions.

In the instance of Fordham Equipment it was found that the employer pulled out the stops with:

—Coercive interrogation of employees.

—Threats to close the plant if the Teamster local union won representation rights.

—Threats to discharge and blackball employees who supported the union.

—Promises of benefits to dissuade employees from supporting the union.

—Soliciting the employees to retrieve their union cards and repudiate the union.

Finally, the Board agreed with the judge that a bargaining order was warranted to remedy the unfair labor practices.

So, while there were some other management miscues, the Board overlooked a few of them and simply ordered Fordham Equipment to cease the illegal activity and recognize and bargain with Teamster Local 210.

In California

Employees of Wiley Bros. Transit Mix, Inc., of Vista, Calif., voted overwhelmingly for representation by Teamster Local 36 of San Diego, Calif., in a recent National Labor Relations Board election.

John Lyons, secretary-treasurer of Local 36, said 27 drivers, batchmen, shop mechanics and related jobs were eligible to vote. The tally was 26 to 1 in favor of the union.

It's The Saving Season

MOST WORKERS are feeling the pinch of a tight economy as the new year begins. One way to reduce its effects is by following the seasonal sales in local stores during the year.

There are three major periods for store-wide clearance sales: after Easter, after July 4th, and after Christmas. There also are the well-publicized August white sales; specials for George Washington's birthday, for Columbus Day, Veterans' Day and similiar holidays.

By using a seasonal "bargain calendar" and timing your buying to take advantage of the sales, you may be able to offset some of the damaging effect the rising cost of living has had on your income.

Before you run out and spend every cent at the January sales (which offer some of the year's best buys), take time to remember a few age-old shopping tips.

1. Buy certain items in quantity. Stockings, panty hose, and socks usually are less expensive when purchased in three's. They also can be mixed and matched as mates wear out, increasing wearing usefulness. Try to stick to the same colors for this.

2. Buy standard sizes. If you're buying a sport shirt, choose small, medium or large rather than those with custom sized necks and sleeves that increase the product's cost to you, the consumer.

3. Find and patronize economical clothing stores. If you know where to find staples such as jeans, underwear, shirts, athletic socks, sneakers, boots, pajamas, nightgowns, belts or work clothes for less, take advantage of your find, especially if the quality is comparable to that of higher-priced stores.

4. Check various departments for what you need. The sportswear section

SEASONAL BUYING GUIDE

Month	What to Purchase
January	Appliances, Art supplies, Bicycles, Blankets, Books, Carriages, China, Clothes dryers, Coats (men's), Costume jewelry, Dishes, Dresses, Furniture, Furs, Glassware, Handbags, Hats (men's), Home furnishings, Housewares, Infants' wear, Linens, Lingerie, Men's shirts, Quilts, Radios & phonographs, Refrigerators & freezers, Rugs & carpets, Shoes (entire family), Sportswear, Stereo equipment, Storm windows, tableclothes, Toiletries, Towels, Toys, Water heaters
February	Air conditioners, Art supplies, Bedding, Bicycles, Cars (used), Car seat covers, China, Clothes dryers, Curtains, Dishes, Drapes, Furniture, Glassware, Hats (women's), Home furnishings, Housewares, Lamps, Men's shirts, Radios & phonographs, Rugs & carpets, Silverware, Sportswear, Stereo equipment, Storm windows, Toys
March	Clothes dryers, Clothing (Spring), Coats (Winter), Hosiery, Infants' wear, Laundry appliances, Luggage, Shoes (boys' and girls), Skates, Ski equipment, Storm windows
April	Clothes dryers, Coats (women's & children's), Dresses, Hats (women's), Housecoats, Infants' wear, Ranges, Suits (men's & boys')
May	Blankets, Handbags, Housecoats, Linens, Lingerie, Rugs & carpets, Sportswear, Tableclothes, Television sets, Tires, Towels
June	Building materials & lumber, Dresses, Frozen foods, Furniture, Housecoats, Piece goods, Summer clothes, Television sets
July	Air conditioners, Bathing suits (after July 4), Children's clothing, Fuel oil, Handbags, Hats (men's, women's & children's), Home appliances, Infants' wear, Lingerie, Men's shirts, Radios, Phonographs, Refrigerators & freezers, Rugs & carpets, Shoes (entire family), Sportswear, Stereo equipment, Summer clothes, Summer sports equipment, Toiletries, Toilet water & colognes
August	Air conditioners, Bathing suits, Bedding, Camping equipment, Carriages, Cars (new), Coats (men's, women's and children's), Drapes & curtains, Fans, Furniture, Furs, Gardening equipment, Hardware, Home furnishings, Housewares, Lamps, Men's clothing, Paints, Rugs & carpets, School clothes, School supplies, Tires (end of August), Towels
September	Batteries & mufflers, Bicycles, Cars (new), Children's clothing, China, Dishes, Furniture, Gardening equipment, Glassware, Hardware, Housewares, Lamps, Paints, Piece goods, Rugs & carpets
October	Bicycles, China, Fishing equipment, Glassware, Hosiery, Housecoats, School clothes, School supplies, Silverware
November	Bicycles, Blankets, Cars (used), Car seat covers, Children's clothing, Coats (women's & children's), Dresses, Housecoats, Piece Goods, Quilts, Ranges, Shoes (men's & women's), Suits (men's and boys'), Water heaters
December	Blankets, Cars (used), Children's clothing, Coats (women's & children's), Hats (children's), Men's clothing, Party items, Quilts, Shoes (men's & women's), Suits (men's and boys')
Other seasons	Christmas gifts (any time but Christmas)

may have a dress similar to one in the women's department for dollars less.

5. Consider seconds, if the flaws won't reduce the item's usefulness, attractiveness, or durability. Sheets and towels are especially good "seconds" buys.

6. Steer away from frills. They only increase your cleaning problems and usually decrease the garment's versatility. If you can dress clothing up or down, you'll probably get more use out of it.

7. Match prices against utility. For example, try to find work clothes and children's playwear at rock bottom prices since they will wear out quickly regardless of what you pay.

8. Buy children's clothes by size, not age. Make sure each garment allows room for growth by having deep hems and pants cuffs, adjustable straps on overalls and jumpers, elastic waistbands, and raglan sleeves. Buy durable clothes that won't show wrinkles and dirt easily. (The aforementioned tip is no news to any woman with children!)

9. Use credit plans with caution. If you end up spending on interest all the money you've saved by smart shopping, you haven't gained much. So use credit only when necessary.

One advantage of charge accounts and credit plans, however, is that you'll receive advance notice of sales or private courtesy days for charge account customers. You can use them to get bargains. If you have charge accounts, you'll be on the stores' mailing lists and you'll have first pick of sale items, a decided advantage for bargain shoppers.

Teamster Case

Board Issues Split Decision On Interrogation of Worker

IN a split decision, the National Labor Relations Board ruled recently that a hosiery company was guilty of unlawfully interrogating an employee.

Two of the five Board judges failed to agree with the administrative law judge that the "relaxed" conversations between a foreman and Louise Beeson, an employee of Hanes Hosiery, Inc., of Winston-Salem, N.C., were coercive and were sufficient interference to amount to a violation.

Involved in the case was Teamster Local 391 of Greensboro, N.C.

The other three Board judges, however, noted that the test of restraint or coercion "does not turn on the employer's motive, courtesy or gentleness, or on whether the coercion succeeded or failed, but on whether the employer engaged in conduct reasonably tending to interfere with the free exercise of employee rights."

Therefore, said the majority, the foreman's interrogation violated the act.

Hanes Hosiery was ordered by the Board to cease the illegal conduct and to expunge from its records a written warning issued to one employee.

Shutdown Case Won by Local In Dallas

The National Labor Relations Board ruled recently that a company in Dallas, Tex., unilaterally closed its Metro operation and terminated its employees without bargaining with Teamster Local 745 about the decision or its effects.

Acting on a motion for summary judgment, the Board's decision went against Jim Beavers Co., the business name for Metro Transportation Services Co., Inc., Texas Western Transportation Co., and Jim Beavers.

Jim Beavers Co., was ordered by the Board to bargain with the union as to the decision to close Metro, and also to abide with the Teamster local on other matters relative to the contract, such as the dues checkoff provision.

Four Elections Won By Local 310

NEARLY 170 members were added to the rolls of Teamster Local 310 of Tucson, Ariz., as a result of four recent successful organizing campaigns.

William McCollum, president of Local 310, said representation elections conducted by the National Labor Relations Board were won at: Southwest Periodical, a magazine distributor; R. E. Darling, Co., Inc.; Holsum Bakery and El Conquistador Co.

Sales drivers and warehousemen totaling 79 workers employed by Southwest Periodical chose the Teamsters overwhelmingly by a vote of 41 to 25.

The margin of victory was even greater at the Darling firm which manufactures refueling hose. Hose builders, machine operators and shipping and receiving clerks voted 25 to 5 in favor of the union. Forty-one workers were eligible to vote.

At Holsum Bakery, there were 38 sales drivers and warehousemen eligible to vote. The tally was 28 to 5 for Local 310. Nine shopping center maintenance men employed by El Conquistador voted 7 to 2 for union representation.

● Sanitation

Drivers, helpers and mechanics employed by Rock Valley Disposal Services, Inc., of Amboy, Ill., voted unanimously for representation by Teamster Local 455 of Dixon, Ill., in an election conducted recently by the National Labor Relations Board, according to Lawrence Sullivan, president of Local 455.

● Manufacturing

Teamster Local 87 of Bakersfield, Calif., recently won a National Labor Relations Board election at Glenn-Aire Co., a manufacturer of store food refrigerator cabinets.

Vic Vincent, Local 87 business representative, said 14 welders, electricians and other production workers were eligible to vote. The count was 7 to 4 in favor of the union.

● Indiana Win

Mechanics, tire service and gas island workers employed by Montgomery Ward & Co., Inc., in Terre Haute, Ind., voted overwhelmingly for representation by Teamster Local 144 in a recent National Labor Relations Board ballot, according to Glenn Rogers, secretary-treasurer of the local union.

Quick Action Can Save Lives At Job Site If You Know What to Do

(Editor's Note: An emergency at the jobsite can occur without warning or precautions. This article first appeared in JOB SAFETY & HEALTH *magazine, and is reprinted here with permission.)*

HIS NAME could have been Joe Smith. And since he had a funny feeling in his stomach it was also possible that Joe Smith had common indigestion. Certainly no cause for panic. Joe put the wrench on the shelf of his workbench and headed for the restroom. It wasn't as simple as that. Something else was happening to him, but what? It was like a signal of distress without an apparent motive. Suddenly Joe felt apprehensive. Whatever it was, it was pressing. It was as if time were running short.

A growing anxiety started dictating Joe's movements. When he hurried back to the shop he was perspiring copiously, and now he couldn't pinpoint the location of that spreading feeling of uneasiness that had started in his stomach. Joe paid little attention to a sharp but not overpowering pain running along the side of his left arm. Something more disquieting than pain was happening to him. Breathing was no longer automatic; Joe had become aware of this function. Soon he was making a real effort to breathe.

Anxiety turned into fear. In a matter of seconds Joe was a very frightened man. He now saw a truth which made diagnosis irrelevant. When one of his co-workers, alarmed by Joe's profuse sweating and disturbed expression, came to his aid, Joe heard himself saying, "I'm dying!"

Because he was having a heart attack, his remark was accurate. Joe actually was dying. Luck alone kept him alive. A stubborn heart kept beating, and beating again, until a doctor gave Joe first aid 45 minutes later. But the odds that a blockage of a coronary artery will give a heart so much room for persistence aren't a gambler's choice. About 60 per cent of the victims of fatal heart attacks die before reaching the hospital.

How does this relate to *job* safety and health? On some ordinary workday, your most important task could be simply to draw your next breath—like Joe. Or, like his co-worker, you could be the one to whom a person turns and says, "I'm dying!" And without some knowledge of first aid you could feel helpless.

OSHA does not require that every workplace have someone on hand with first aid training. For most places it's enough that a hospital, clinic, or in-

firmary be "in near proximity." So there's no "law" that says you, or Joe Smith, or anybody else has to have instantaneous treatment available in every case. No law *could* ensure that kind of help.

Knowledge of first aid is a choice that you, your employer, or your union can make to save a life.

Get the Basics

The following are emergency care suggestions offered by the American Academy of Orthopedic Surgeons. They are not intended to be a digest of first aid skill. But as a start in the knowledge everyone needs, they summarize some do's and don't's in emergencies common to the workplace.

Heart Attack

Every year, over 650,000 Americans die from heart attacks. It is our No. 1 killer—and often strikes its victims at work.

The typical findings in a patient who is having a severe heart attack are: severe pain, usually described as a crushing pressure beneath the breast bone; a feeling of apprehension; shortness of breath; nausea and vomiting; sweating. However, the pain might start in the left arm; and in some heart attacks the pain is mild; and some of the other symptoms may not be present. Yet the attack could be critical. Do not try to diagnose a heart attack—but do contact a doctor or a rescue squad at once.

And then: If the person has been under medical care, give him the medication he probably carries with him; do not let him move; the prone position is usually best, but let his comfort guide you; raising his legs may lessen the pain and prevent shock. However, if he has trouble breathing, prop-up his head and chest as much as necessary; reassure the person that you are getting things under control, since his anxiety may cause thoughts of impending death and he probably knows that your efficiency could save him.

Once the heart stops beating, the doctor has a scant two or three minutes to resuscitate the patient before either irreversible brain damage—or death—occurs.

For some time now, General Motors Corporation has had an emergency program at its headquarters in New York to treat employees experiencing a heart attack or cardiac arrest while on the job. But obviously, a portable coronary unit, manned by experts, can't be standard equipment of the American workshop.

Furthermore, a coronary unit will be of little help to the man with a wound in his leg, or to the one burnt by a chemical product. However, the example illustrates a point that applies to any kind of accident: Speed in getting medical aid for the victim (at the place of work) does save lives.

Bleeding

Almost all external bleeding can be controlled by applying pressure, which stops the blood flow and permits normal coagulation.

Bleeding is nearly always stopped when pressure is applied over the wound, preferably with a sterile dressing. If sterile pads are not immediately available, a handkerchief, sanitary napkin, any clean cloth, or even the bare hand can be used. The dressing should be held on by a bandage and should not be removed until the patient is evaluated by a physician.

If the bleeding continues after the dressing is in place, use your hand to increase the pressure, or tighten the bandage. Pressure can also be applied directly at the *pressure points,* arteries in the arms and legs. Practice feeling the pulse on the inner half of your arm between your elbow and armpit: If you press this main artery of the arm against the bone, you will stop bleeding below the point of pressure. Practice feeling the pulse in your groin: At this point you can compress the leg's main artery against the pelvis to stop bleeding below that pressure point.

The use of a tourniquet in a case of bleeding is rarely if ever, necessary. They are not recommended, because they can damage nerves and blood vessels, and if left for any length of time, they may result in the loss of an arm or leg. But if a tourniquet must be used, then it must be properly applied:

1) A triangular bandage should be folded until it is 3 or 4 inches wide and about six or eight layers thick; also, a rubber tube, a blood pressure cuff, or a long handkerchief can be used.

2) This bandage should be wrapped twice around the extremity and half-knotted at a level near the point of bleeding.

3) Place a stick over the knot and tie the ends of the bandage around the stick, then twist the stick to tighten the tourniquet until the bleeding stops—but no more after that.

Never use wire or anything that will cut into the skin; never cover a tourniquet; and always remember to point out to the medical staff that the patient has a tourniquet.

Internal Bleeding

Bleeding from the mouth or rectum may indicate serious internal bleeding. Internal bleeding into the chest cavity (which could be caused by fractured ribs), or into the abdominal cavity, is impossible to control at the site of the accident. The likelihood is that such injuries will require an operation for control of bleeding. Internal bleeding in an extremity, caused by either a blunt injury or a fracture, may be decreased by the application of a pressure bandage and splint. Anyone suspected of having internal bleeding should be transported as a first-priority patient. Meanwhile:

1) Treat the patient for shock and loss of blood.

2) Anticipate that the patient may vomit, and give him nothing by mouth, while keeping him lying down, preferably on his side, with loosened collar and belt.

3) Treat internal bleeding in an extremity just as for external bleeding.

4) If possible, give oxygen. As blood is lost, the tissues of the body are deprived of their needed oxygen supply and inhalation of oxygen may save the patient's life. Do not move a victim with internal bleeding unless it is to prevent further injury.

Abdominal Injuries

A *blunt* abdominal injury may cause severe damage to the abdominal wall, liver and spleen, blood vessels, kidneys and bladder—and severe intra-abdominal hemorrhage. The victims should be placed on their backs, in a comfortable position with the head turned to one side, in case they want to vomit. Look for signs of shock: pallor, cold sweat, rapid pulse. If there is external bleeding, control by local pressure. Assist respiration by clearing the airway and using oxygen if necessary.

It is difficult to evaluate a *penetrating* abdominal wound, often requiring an operation to determine which organs are injured. It is proper to assume that major damage has occurred even if no obvious signs are present immediately, because these signs often develop slowly. Take the same initial steps as in the case of blunt abdominal injuries. But if the penetrating instrument or object is still in the body, do not remove it.

If a severe abdominal wound causes an evisceration (organs lying outside the abdominal cavity), do not replace the organs in the abdomen; cover them with a moist, clean (preferably sterile) dressing.

Fractures and Dislocations

The victim of an accident will usu-

ally point to the site of a fracture or dislocation as the source of pain. There may be swelling and discoloration at an injury site caused by internal bleeding. If possible, remove or cut away the patient's clothing to examine any suspicious area.

With an unconscious patient (after a fall, for instance), you should always assume that there may be a neck or back injury. Do not move the patient unless it is absolutely necessary, and do not bend or twist the patient's neck or back.

Proper handling of a broken bone is a difficult skill that can be learned only by a thorough understanding of the principles of care and by diligent practice. Furthermore, the primary objective of emergency splinting is to prevent motion of fragments of bone during transportation to a medical facility. Therefore, in case of a fracture the best you can do for the victim is to treat him for shock and prevent him from moving.

Many accident victims have skull injuries and varying injuries to the brain. All of these injuries are potentially life-threatening, whether followed by unconsciousness or not. A person with a fractured skull may have cerebrospinal fluid—clear, thin, water-like—and bleeding from the ears and nose. Any drainage from the ears and nose should be allowed to flow freely. If cerebrospinal fluid or blood is blocked with a tight dressing, the fluid may cause increased pressure on the brain.

The ideal position for a person with a head injury is with the head of the stretcher slightly elevated. However, never put his head on a pillow; this will tend to flex the neck and produce an airway obstruction. If there is bleeding into the mouth and throat, the patient should be positioned so that the blood can drain out of the mouth and not down into the pharynx. If the victim shows signs of vomiting, turn him on his side, unless he has a neck fracture.

In spite of the seriousness of any injury to the head, a large percentage of these patients will survive without the need for an operation if proper first aid treatment is given. Waste no time in getting qualified medical aid.

Explosions

Injuries suffered in an explosion are often complicated because of the time it takes to rescue the victims, during which uncontrolled bleeding, shock, and the effects of inhaling smoke and fumes can be compounded.

Injuries caused by blast include: rupture of eardrums, rupture of internal organs, internal hemorrhage, and, particularly, contusion of the lungs, resulting in a decrease of oxygen in the blood.

Workers operating in the proximity of the explosion may suffer burns from hot liquids or vapors, and more commonly from the hot gas released by the blast itself.

Flying objects and collapsing structures add more danger of injuries. In those cases you may have to treat a large number of abrasions, cuts, bruises, and fractures.

Obviously, the type of injury suffered during an explosion dictates immediate care. But remember that oxygen may be lifesaving for explosion victims. Also remember that protection for emergency care personnel is of primary importance in those cases. Falling debris and fire hazards exist for a long time after such an event. Rescue must be conducted carefully.

Chemical Burns

Chemical burns are common among industrial workers. The chemicals can be classified as acids or alkalis. Generally speaking, alkali burns are the more serious, because they penetrate deeper and burn longer. When such burns occur in a factory or shop, emergency measures should be carried out by trained plant personnel before the arrival of the medical technician.

OSHA requires that where a person may be exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of eyes and body shall be provided within the work area for immediate use.

Whoever gives first treatment should follow these guidelines:

- Strong chemicals burn fast; there is no time to waste. Begin flushing the area at once with water, without delaying even for removal of clothing. Continue to flood the affected area while clothing is being removed and afterward. (Lime, however, should be brushed off and water used only if very large amounts are available for rapid flushing.)
- A solution of a mild acid may be used to neutralize alkali burns of the skin. One or two teaspoons of vinegar (acetic acid) in one pint of water may be flushed over the burned area after it has been thoroughly washed with water.
- With acids such as sulfuric, nitric, and hydrochloric (most corrosive), flush the burned area with water and remove all clothing, as for alkali exposure. After flushing thoroughly with water, it may be advisable to pour a solution made of one teaspoon of baking soda per pint of water over the affected parts to neutralize any acid remaining on the body.
- It is difficult to state exactly how long an area burned with chemicals should be irrigated with water, but the water should be allowed to run over the burned area for a long enough period of time to make sure that all the chemicals are flushed from the skin.
- Carbolic acid (phenol) is not water soluble. If available, ethyl alcohol (gin and whiskey are both satisfactory) should be used for the first washing, followed by water. However, if ethyl alcohol is not available, flushing with water is much better than no treatment at all.
- Eyes must be given special care. They should be flushed with water for at least five minutes (for acids) and for twenty minutes (alkalis). You may have to hold the lids open, since pain will make it impossible for the victim to cooperate. In treating acid or alkali burns of the eyes, do not use any chemical antidotes, such as vinegar, soda, or alcohol.

Once all of these measures have been taken, cover the burns with a clean dressing or sheet and get the victim to a medical facility.

Electrical Burns

Electrical burns may be more serious than they appear at first. The entrance wound may be small, but the electricity continues to burn as it penetrates, and may burn a greater area below the surface. Since the current may travel throughout the body, an electric shock may leave two burns. Do not attempt to remove the victim from the source of electricity unless you are trained to do so. Electrical burns are often accompanied by respiratory or cardiac arrest and may require immediate cardiopulmonary resuscitation measures.

But even when some of your people may be able to apply the preceding suggestions, they are limited in their ability to sustain life in victims of life-threatening conditions until professional assistance is available. This is due in large part to the fact that they do not have the equipment, supplies, or means of transportation that may be necessary for survival and safe delivery of the patient to a hospital. The emergency medical technician performs a unique service and at the scene of an accident is in the position of being able to save Joe's life.

Be sure that you have made the best possible arrangement to link your shop with professional help. Get those medical technicians in a hurry.

Special Report

Perspective on Election 1976

AMERICA'S 48th presidential campaign has burst upon the nation as though it were Santa Claus with his pants afire after misjudging a darkened chimney.

For a variety of reasons, 1976 promises to provide the biggest political circus to be seen in years.

There already are so many ringmasters, animal trainers, aerialists and clowns cavorting prominently in the picture that Mr. and Mrs. American Voter will need a guidebook to keep track of what is happening.

Certain basic elements will remain unchanged from past presidential elections. They are: declared candidates, real and phony issues, primary elections, and, ultimately, the Republican and Democratic conventions.

Some new wrinkles will affect the big political tent in ways which may surprise everyone. They include: campaign funding limitations, militant consumerism, and a sulky voter desire to side-step an expected avalanche of political snowjobs.

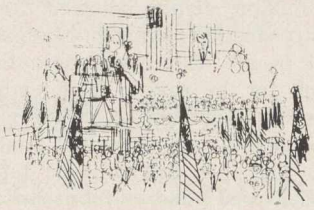
It has been pointed out that the 1976 presidential campaign actually got its start in 1974. "It has now reached the intensive stage—" noted a New York *Times* political writer, "—that period when candidates, political activists and their journalistic camp followers work themselves (and much of the public) into a state of insensibility."

It is already apparent that there will be a no-holds-barred condition rampant in both major political organizations during the coming campaign.

For one thing, the Republicans and Democrats each have realigned their party structure so they are more responsive to grass-roots political love calls. The big city machines and the rural power wielders, while still influential, no longer can dominate the summer conventions.

It is people who vote, one by one, that count and the politicians are showing without exception that they have finally learned this simple bit of arithmetic. Candidates and their supporters are listening better than in the past. By implication, they may even respond more strongly than before.

Likewise, voters interested in and devoted to working within the political selection process have become more outspoken about their wishes. They press their views without qualm. This year, they have an ideal climate in which to operate—numbers of closely-ranked candidates.



Oddly enough, both the GOP and the Dems face somewhat the same situation in terms of candidates—though one is short on entries and the other is swimming in them. It promises to be very difficult for either group to make a choice.

President Ford wants the job again, but, by his record of veto over much good legislation, he has established clearly where he stands in terms of political ideology. This is a no-no for candidates who prefer to make clear what they are *not,* as former California governor Ronald Reagan has been doing.

In the Ford-Reagan match, the Republican Party is in a quandry. GOP leaders do not know whether to keep faith in the idea that the incumbent is the best color bearer, or to support the equally conservative Reagan who parades in moderate feathers and surely would have his disguise melt away after the convention.

Some Republican leaders are disturbed by an inconsequential fact they fear as an omen: Reagan's serious announcement of candidacy for his Party's nomination was greeted by a prankster armed with a toy gun—but Ford looked down the barrel of the real thing, twice.

Should the Ford-Reagan match increase its tightness through the primary trails, undoubtedly a third GOP hopeful would offer himself as a compromise candidate.

The Democrats, meanwhile, seem to have learned nothing since 1972. That year, there were 14 Dems busily throwing their hats in the nominating ring. As 1975 came to a close, nearly a dozen again had declared themselves for the 1976 nomination, many of them with fluttering experience from four years ago.

Whatever Democrat wins his Party's nomination, he will be wearing the handicap girdle into which his colleagues in Congress already have strapped him: a huge Dem majority in Congress has failed time after time to override Ford vetoes of legislation important to working people.

Candidates for nomination in either Party will soft-pedal their pitches, of course. They do not want to harm the Party nor alienate post-convention support. But it is in the nomination campaigns where phony election campaign issues often are happily discovered by chicken politicians.

Already, a supporter of one announced candidate (the affiliation matters little) has declared that housing is the No. 1 issue in America.

Granted that housing *is* important and *is* needed—it still cannot hold a candle to that which make politicians shudder in this election year: continued inflation and high unemployment.

Tax reform has always been a popular pitch for ambitious candidates. It, too, must take a back seat to high prices and joblessness. The main reason is that the electorate, denied a true discussion of these national problems four years ago, will not let it go this time.

Scores of public opinion polls in the past months have shown, regardless of

the percentages, that American voters are going to insist on something more substantial than the garbage of hic-coughed platitudes from candidates in 1976.

It can be predicted with some accuracy that nearly every candidate, in the beginning, will wrap himself in the flags of bicentennial activity. It will not take long for his closest aides, however, to let him know that it will not work more than once.

The real trench of the political candidate selection process is in the belt of primary elections which stretch irregularly in time across the land.

Two early trends, one for each Party, can be expected in the winter—one in Iowa and the other in New Hampshire.

Iowa precinct caucuses for both the Democrats and the GOP are held in mid-January. The caucus is the first step in choosing state convention delegates and the first such action anywhere in the country. Most of the turmoil in Iowa this year is anticipated among the Democrats and may result in a front-runner getting off the blocks quickly.

Republicans, meanwhile, will be looking forward to New Hampshire in late February when that state's primary election is held. It will be the first real test between President Ford and Governor Reagan. The Democrats will scramble, too, but the political eyeball will be glued on Ford-Reagan.

There will be several other primaries in the weeks that follow but the really big surge in activity will occur in the late April through May period when no fewer than 19 states will name their choices.

Candidates will continue to hold their breath, however, until June 8th when the final explosion of primaries happens. Voters in California, Ohio and New Jersey will cast ballots then. They will account for nearly 20 per cent of the delegates ticketed to travel to both the Democratic and Republican conventions.

The selection procedure concludes following the July 4th celebration of the United States' 200th birthday. The Democratic National Convention opens in New York City on July 11th; the Republican National Convention follows with an August 16th opening in Kansas City.

Once the Presidential candidates have been named by the conventions, the campaign probably will commence in earnest following Labor Day on September 6th. The General Election day this year will be Tuesday, November 2nd.

Voters, between now and the conventions, can expect to be courted much differently than in the past when they were asked only for their ballot affection. The reason is the federal campaign finance law now in effect.

Political candidates for the first time this year will receive campaign funds from the barrel of money collected in recent years through the income tax return $1 checkoff.

Already, the U.S. Treasury Department has begun dispensing funds to those candidates who have already raised $5,000 in donations of not more than $250. The government will match the first $250 of each subsequent gift up to a limit of $5 million per candidate.

Most candidates probably will do what President Ford has said he will do—"beat the drum louder." Ford hopes to raise, by individual contribution, the money needed to reach the $10 million ceiling allowed for his primary election campaign expenses.

All in all, voters will hear frantic appeals for the gold in their teeth, not just a kiss. The sum of $1,000 is now the legal limit on individual contributions. The law cuts out the fat cats who delivered hundred-thousand-dollar lumps to candidates in other years.

Political observers believe the best barometer of how hopeful nominees are doing will be in a study of the quarterly reports of income and expenditures which the law will require from candidates this year. The first report was due January 10th to be followed by filings on April 10th, July 10th and October 10th.

There are some additional notes that indicate 1976 may indeed be a year of political circus in certain respects.

For example, one Democratic hopeful, praising himself as presidential timber, constantly emphasizes that he is not a lawyer—and his audiences murmur quick approval of his statement.

Then there is the fun situation certain to arise from the fact that one television network has hired two of the nation's greatest presidential election losers—Barry Goldwater of the GOP and George McGovern, Democrat—to work as commentators at their respective conventions this summer.

Neither Goldwater or McGovern, both U. S. Senators, has any solid experience in television reporting. They can be counted upon for most amusing miscues, for example, blurting a few awkward words or phrases when they think they are off camera and off the air.

You and Information

Federal Privacy Act Provides Protections

AMERICANS must be told why they are asked to give information to federal agencies under a new law that became effective last fall.

The intent of the law—the Federal Privacy Act—is to safeguard information about individuals kept in government records, also, to inform people of their rights when they are asked by federal representatives to give information about themselves.

The privacy statute specifically says that citizens asked for information must be told the statutory authority for the request, whether giving the information is voluntary or mandatory, why the information is needed, how it will be used, and the effect (or punishment) if the information is not provided.

Another aspect of the Privacy Act is that it restricts government use of Social Security numbers.

Any federal, state or local agency that asks for an individual's Social Security number must cite its authority for the request, explain whether giving the number is voluntary or mandatory, and further explain how the number will be used.

The law also assures citizens of greater access to government records of information about themselves.

● Prohibition

The Age Discrimination in Employment Act prohibits employers, employment agencies or unions from rejecting or failing to refer otherwise qualified applicants between 40 and 65 because of age.

At Year's End

The Battle Over Taxes — A Congressional Cliff-hanger

TAXPAYERS held their breath before Congress adjourned for the year, as they awaited Congress's verdict on the tax bill that would extend 1975's tax cut breaks for another six months.

Hanging in the balance was an increase in withholding taxes for Americans that would injure budgets and play havoc with the nation's delicate economic recovery, if Congress failed to override the President's veto of the relief measure.

When the House failed to override the President's veto by a scant 17 votes short of the two-thirds majority necessary (actual vote 265 to 157), there was little joy around the country as taxpayers faced the grim prospect of having an extra $4 to $6 in taxes withheld from their paychecks after January 1.

Realizing taxpayer sentiment, Congress quickly (in one day) passed compromise legislation which included a nonbinding promise to cut spending by the amount of any future tax cut. This resolution was enough to guarantee Ford's signature on the tax bill since it gave him the promise of spending limits, a concession he had sought.

Under the just-signed bill, which will remain in force until June, 1976, the maximum standard tax deduction will increase to $2,400 for single persons (from the current $2,300) and $2,800 for joint returns (from the current $2,600). The minimum deductions, which can be taken no matter how low the income, increase from the current $1,600 to $1,700 for singles and from $1,900 to $2,100 for joint returns.

A tax credit of $35 for each taxpayer and dependent will be allowed in addition to the normal $750 personal exemption. As an alternative, the taxpayer can elect a two per cent credit on the first $9,000 of income, a benefit particularly to single persons or those with small families.

A credit is subtracted directly from taxes owed as opposed to a deduction, which is subtracted from income before taxes are calculated.

The new legislation drops the $2,000 tax credit offered in 1975 on the purchase of new housing, and includes the earned income credit granting a cash payment to the working poor.

What the legislation basically ensured was that taxes would not revert to their 1974 rates in January, with a $4 to $6 additional bite being taken out of workers' paychecks weekly. The political pros knew how voters would feel about that kind of chicanery in an election year.

Both the President and Congress agreed that tax relief was vital to the slowly recovering economy. Ford, however, stood firm in his belief that Americans wanted any additional tax relief tied to corresponding budget restraints for fiscal year 1977.

In the end, the President outwitted the Congress, exerting his will over Republicans to make sure the tax cut, which he favored got passed with spending limitations.

Regardless of how it was done, the new bill guaranteed that taxpayers didn't face higher taxes in January.

President Ford said when he signed the bill that he still hopes to cut taxes further in 1976. But he said tax cuts would have to be linked with cutbacks in federal spending. A White House spokesman said Ford hopes to propose new tax cuts starting July 1.

The compromise bill would amount to a total tax cut of $18 billion over a full year.

● Work Incentive

The Work Incentive Program, designed to train and place people on welfare in jobs, is administered jointly by the Department of Labor and the Department of Health, Education and Welfare.

Pathetic, too

Ford Consumer Proposal Termed 'Sham' by CFA

CONSUMER Federation of America (CFA) has labeled as a "pathetic sham" the Consumer Representation Plans announced by President Ford.

Ford's proposal, the product of eight months of effort by federal agencies, was the result of the President's directive of last April. He ordered the agencies to develop procedures by which consumers would be given a greater voice in the federal decision-making process.

Reduced to basics, the result was that 17 federal agencies and departments announced they would be more responsive to the American consumer.

CFA officials asserted that Ford's proposal started as a thinly-veiled attempt to undercut creation of an agency for consumer protection—and has not risen above that.

The executive director of CFA, Carol Foreman, charged that the plan put forth by the President was "full of bureaucratic sound and fury, signifying nothing."

Foreman cited the plan submitted by the U.S. Department of Agriculture as an example, and in which the USDA program refers to the agricultural marketing service as having an "indirect relationship" to consumers.

The CFA was quick to agree that the agricultural marketing service—or any office that can affect the price of beef through its jurisdiction over beef grading standards—indeed has a very direct relationship to consumers.

But, Foreman noted, USDA's response to Ford's request for a program input lacked specifics of any kind.

Foreman declared, rather bitterly:

"The USDA Committee for Consumer Responsiveness is made up of the same USDA officials who have been ignoring consumers for years. Plans for that committee state that consumer liaisons may be invited to attend committee meetings. There is no right to attend. There is no right to participate. There is no guarantee that relevant information will be made available. There is no appeal."

Legislation, Politics, Government



• O'HARA SEEKS SENATE SEAT

Rep. James O'Hara of Michigan has officially declared he will seek the Senate seat being vacated by the retiring Philip A. Hart next year. O'Hara, like Hart, has a near-perfect voting record in Congress from the standpoint of organized labor. O'Hara now is serving his ninth term in the House of Representatives.

• DESPERATION MOVE

Big business leaders allied with the Business Council have indicated a real concern about their congressional and Presidential election chances in 1976. They have increased by 100 per cent the number of national corporate committees established to collect campaign contributions for pet candidates.

• WRITING FREEDOM GUARANTEES

The Senate's permanent subcommittee on investigations heard topflight witnesses from the writing-and-publishing industry recently. The witnesses testified that the United States had an obligation to guarantee the freedom of authors everywhere to issue their work without peril of suppression, harassment, torture or death.

• CONGRESSIONAL ECHOES

The House Ways and Means Committee carefully contrived to avoid removing major loopholes for corporations and millionaires from the so-called "tax reform bill" it has been working on. A Capitol Hill lobbyist was reminded of a boast often made by the late H. L. Hunt, Texas multibillionaire. Hunt was proud to say he paid less federal income taxes than did his chauffeur.

• CANDIDATE GLUT

As 1975 came to a close, there were 10 Democrats announced as candidates for the presidential nomination and only two candidates on the GOP side. The Demo entry list still is far below the 14 candidates that tossed their hats into the ring for the 1972 nomination.

• NO-FAULT INSURANCE UPHELD

The New York State Court of Appeals recently upheld the constitutionality of the state's no-fault automobile insurance law. The decision was unanimous. New York's decision joined other states whose no-fault statutes have been attacked on constitutional grounds. In the last half of 1975, the highest courts in Connecticut, Pennsylvania and Kentucky upheld no-fault's constitutionality.

• SEN. SCOTT TO RETIRE

Sen. Hugh Scott of Pennsylvania, minority leader in the Senate, announced he would not seek reelection this year. The 76-year-old Scott is now ending his third term in the upper house of Congress. He cited age as his reason for deciding to step out of the legislative arena.

• R-T-W COMMENTARY

Commenting recently on the National Right to Work Committee's effort to kill situs picketing legislation, Sen. Lowell Weicker of Connecticut said: "Let no one be fooled by names and jargon. The right to work for a majority of Americans did not exist prior to the labor movement. There was, instead, the right to be abused and the right to be underpaid."

For Your Information

● Confidential Returns

Contrary to what most Americans have come to believe, personal income tax returns are not confidential documents.

The view was expressed recently by Charles Davenport, assistant director for tax policy of the Congressional Budget Committee. The committee recently studied the Internal Revenue Service.

It was found that while individual taxpayers are not given access to tax return information, almost any federal government agency can look at any return it desires to see.

Under present law, federal tax returns can be disclosed on the order of the President under whatever terms he and the Secretary of the Treasury agree upon. Davenport said no President can long resist all the agencies that come to him for tax returns.

It is believed that between 20,000 and 30,000 tax returns are given a look-see each year by agencies other than the IRS.

The National Weather Service has predicted that nearly all of the United States will have above-normal or normal temperatures this winter.

● Coffee's Importance

Americans drink an estimated 380 million cups of coffee every day, say those who keep track of such things, and hundreds of millions more cups of coffee are drank daily elsewhere in the world.

The $4 billion worth of coffee that was exported from more than 50 producing nations in 1974 vaulted coffee into the seventh-ranked most important commodity in international trade.

The United States is far and away the biggest consumer, swallowing an estimated 37 per cent of the world's output.

● Rolling Fort

A firm in Dallas, Tex., has developed a good business by converting autos into rolling forts for those who fear they may be the victims of terrorist attack.

When completed, an automobile is equipped to resist everything except bazookas and armor-piercing bullets. The company has produced 80 such cars in the past year. Most of the vehicles are altered for Latin American industrialists and political leaders.

Besides two-inch thick windows, armor plating, and other protective devices, the cars are given hinged slots for use of shotguns from the inside.

● Future Meat Prices

Lower meat prices at the retail level are expected by next spring and summer, according to the Department of Agriculture.

The reason for the decline expected by government research economists is that lower feed costs are foreseen as an encouragement for increased production of food animals.

Grain prices already have moved lower and the cost of feed in 1976 is predicted to be significantly lower than during 1975. Livestock feeders already were reported beginning to respond to market conditions as 1975 came to a close.

● Postal Cuts

The United States Postal Service, losing money at the rate of $200 million a month, is planning reductions in personnel and some services.

Postal officials say that increases in postal rates alone will not halt the losses. Among new policies contemplated are the elimination of special delivery service and Saturday mail delivery. Twice-daily deliveries ended in 1950.

● Christmas Tree Thievery

Young forests in several western states are suffering increasing damage every year as a result of a lucrative Christmas tree theft racket.

Organized tree-theft rings, usually employing teenagers to do the dirty work, make enormous profits off rustled trees. There were a dozen convictions recently in Utah where one ring was suspected of stealing up to 40,000 trees a year to net $250,000.

Forestry officials say the bad part of it is that some trees are irreplaceable because they are part of commercially thinned and cultivated trees. Much of the tree theft also is from federal park land.

● Doctors and Taxes

Judging from federal tax court records, doctors—more than any other group of professionals—seem to suffer from a malady called "tryingtooutwittheinternalrevenueservice."

Another physician bit the dust recently after trying to putting his office building in trust for his children for 11 years and leasing it back for that period. After 11 years, the property was to go to his wife. The object, of course, was to shorten his tax payments.

The tax court sustained the Internal Revenue Service in disallowing the doctor's deductions for rent. The court said such arrangements lack economic reality and are largely a tax ploy.

Next case—

• Youthful Incoherence

A survey by the National Assessment of Educational Progress (NAEP) has concluded that the writing ability of teenage school students is deteriorating.

NAEP said the writing of 13 and 17-year-olds surveyed in 1974 was less coherent and more simplistic and awkward than that of their counterparts in 1970.

A writing specialist commented that the writing deterioration of young students was perhaps caused by the fact that society today places relatively more emphasis on oral rather than on written expression.

There was a positive result of the survey. It was found that the writing of 9-year-old students had improved slightly over the past four years.

• Snow Tires

The market for snow tires is on the decline according to tire manufacturers.

Tire makers estimate that 1975's total snow-tire shipments will be only 13.6 million units—including imports—when all the figures are in. The total is down more than 18 per cent from the 16.7 million units in 1974, continuing a decline from the record high in 1972.

Tire companies cite a variety of reasons for the drop, including decreased new-car sales, milder weather, and possibly market saturation.

• Valuable Garbage

Those who keep track of such things say that the 134 million tons of garbage discarded each year by Americans contain an estimated:

—11.3 million tons of iron and steel;

—860,000 tons of aluminum;

—430,000 tons of other metals, mostly copper;

—13 million tons of glass;

—60 million tons of paper and other burnable, organic materials equivalent in energy to 150 million barrels of crude oil.

• New Fad Word

The newest fad word winging its way into the vocabulary of Americans is "synecdoche"—pronounced "sin-NECK-doe-key."

A few years ago, the most popular word in Washington, D.C., was "polarization" as all the politicians used it in their speeches, columnists wrote about it, and committee members talked around it. Polarization, overworked, gradually fell from popularity.

The new word, synecdoche, popped up in the Senate Intelligence Committee's recent report on alleged assassination plots by federal agencies.

Synecdoche is the name for a rhetorical shortcut in which a complicated situation is referred to as briefly as possible. Snyecdoche also may be used in the reverse, that is, meaning use of a longer phrase to displace a shorter phrase.

Often, the exercise of synecdoche leads to misunderstandings about exactly what is meant by the communicator. For that reason alone, the word is destined for exotic service to describe those who wish to confuse or misguide others.

Despite depression and inflation, American corporations are not suffering. Corporate profits, both before and after taxes for the third quarter of 1975, showed the largest percentage increase in 25 years, according to the New York *Times*.

• Dairy Price Problem

American dairy farmers may be pricing themselves out of the market by their reliance on federal price support programs, according to Richard Bell, Assistant Agriculture Secretary.

Bell noted that the price of nonfat dry milk jumped 27 cents a pound in 1970 to more than 70 cents a pound in 1974. The increase prompted many bakeries to begin using soy protein and other cheaper substitutes to produce their products.

• Token Compliance

A Justice Department study has concluded there has been only "token compliance" with the Supreme Court's landmark ruling of 1972 requiring courts to appoint a lawyer to represent any indigent defendant facing a possible jail term.

Concluded the study: "The Sixth Amendment right to counsel is an empty one for many defendants." It was found that the high court ruling of 1972 has been "applied too narrowly and often unevenly." In addition, reform has been "chaotic and uneven at best."

One surprising discovery made in a survey spread over nine cities—both large and small—was that judges often "openly" encourage defendants to waive their constitutional right to counsel.

The U.S. Postal Service has bowed to the complaints of stamp collectors and canceled a controversial bicentennial postage stamp series. It had been planned to issue a sheet of 32 stamps reproducing the entire Declaration of Independence. The American Philatelic Society "black dotted" the proposed issue, in effect labeling it worthless.

• Auto Accident Claims

The average payment on auto accident claims, according to the *Journal of American Insurance*, jumped 20 per cent to $596 last year.

The average payment on subcompact cars in 1975 was $690, greater than for any other classification of car, including luxury autos which averaged $666. For the subcompacts, the 1975 increase amounted to 44 percent over the average for 1974.

Insurers and repair specialists say replacement costs for crash parts, such as bumpers and grilles, were the main reason for the overall increase in payments last year.

Claim frequency also is rising. The rate last year was 10.7 claims for every 100 insured cars compared with 9.6 claims in 1974.

WHAT'S NEW

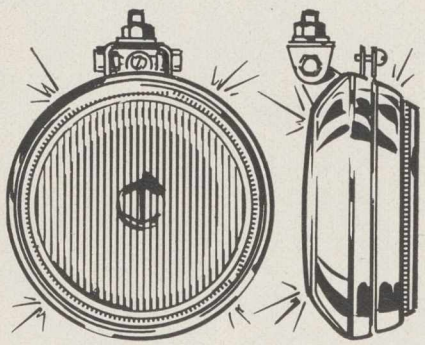


After-Dark Bike Safety

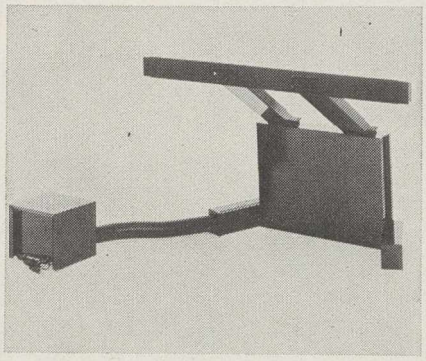
Here's one of those "I-wish-I'd-thought-of-that!" ideas. It's a wind-propelled rotating reflector fitted onto one or more spokes of a bicycle wheel. Many laws require reflectors, but they can only be seen by light coming from the bike's rear. These reflectors, shaped like an airfoil and painted with reflective paint, protect from all 360 degrees of the compass. The gadgets can be snapped onto wire spokes without tools; a split bushing holds it in any predetermined position from the axle.

With these, plus reflective pedals, after-dark bicyclists would be highly visible to all except the driver who figures he doesn't need his lights. 0176

Super-Bright Driving Light



A driving light with 150,000 candlepower! This giant, seven-inch light is said to last longer than an ordinary sealed beam and gives longer-range penetration without "dazzle." The light, only three inches deep, is for 12-volt only and comes with adjustable mounting bracket. It is vital that adjustment be correct, for with such a powerful light, an oncoming driver could be blinded to the point where he would only be guessing where he was going. Halogen lights use iodine instead of argon gas in the bulb; evaporating tungsten from the filament is re-deposited. The result is that there is no dimming of brightness during the life of the bulb. Cost factors are why all bulbs are not similarly built. 0176



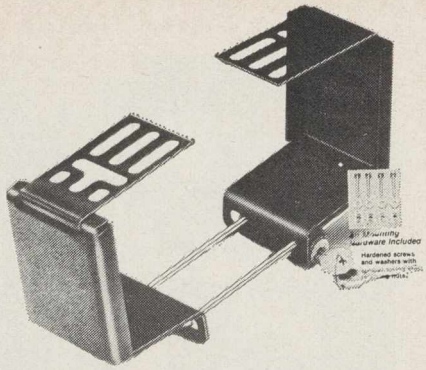
More Efficient Fireplace

You can add this device to your fireplace if it measures at least 14 inches high and 22 inches wide at the rear. Made of steel with a porcelain coating used in the super-high temperatures of jet engine exhausts, it has adjustable intake and outlet ducts.

The principle is the same as the built-in fireplace heaters: pull cold air in off the floor, heat it, making it rise, and pulling in more cold air to give maximum circulation and heat. In addition, two of the three available models have electric blowers. It is claimed to increase heating efficiency of a fireplace by as much as 300 percent (conventional fireplaces are only about 10 percent efficient.) Device does not interfere with use of andirons, screen or dampers. 0176

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

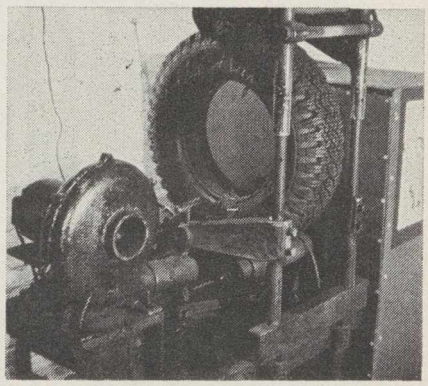
A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



Protection for CB Radios

There are so many citizens' band radios being stolen, hot CBs are almost "flooding the market." The owner who makes his set a little harder to heist may send the thief on to another.

This locking device, illustrated with mounting hardware and key, has a tempered steel no-pick lock. The manufacturer declares it can't be pried loose, and that the mounting bracket design prevents access to mounting hardware. It is said to be adjustable to fit all CB radios and is finished in flat black. It can also be used for tape decks and stereo radios and is sold under a "satisfaction guaranteed" policy. 0176



Non-Skid Tire Treatment

The Air Force tested this patented "non-skid" tire tread design and found that it shortened runway distance for airplanes on wet runways by 24 percent, according to the developer. Now the design is available for truck tires.

It is claimed to reduce tire wear by reducing forward and sideways sliding, especially on trailers. Tires which are worn by 50 percent can be made skid-proof again with the specialty machine illustrated. An unusual crosscut design alternating in depth and width breaks the water level on the surface, giving better "footing." The machines for applying the treatment are available for rent or sale. 0176

LAUGH LOAD



Money on His Mind

The man had been positioned on the psychiatrist's couch and urged to make himself comfortable. "Now just say whatever comes into your head first," counselled the shrink.

"I wonder," mused the patient, "how much I'm gonna get stung for this?"

Fair Is Fair, Sir!

The war games were being conducted in Georgia and an umpire saw a column of the "Green Forces" walking across a river bridge. "Stop! You can't cross this bridge! It has been blown up!" he said.

"That's okay," replied the captain in command of the Greenies. "We're swimming the river!"

A Tough Decision

Diner: "What do you call this restaurant?"
Waiter: "Ye Olde Tudor Choppe House."
Diner: "Well, I can't cut your olde Tudor choppe!"

Up to The Average

The traveler hadn't "been around" much and, when the porter put him in a cab, he asked: "What's the average tip?"

"A dollar, sir," replied the porter.

"That seems a bit high," said the novice traveler as he handed it over.

"As a matter of fact," replied the porter, "you're the very first who's come up to the average!"

A Difference of Two Feet

The husband and wife were in court after a late-night free-for-all. The judge asked the husband: "How did you come to beat up on your wife in such a manner?"

The husband, bearing quite a few marks of combat himself, said: "Judge, I think it was my superior footwork!"

Courting Trouble

The accused had been found innocent in court and, going down the hall, he shook hands with his lawyer and said: "Many thanks! I don't know what I'd have done without you!"

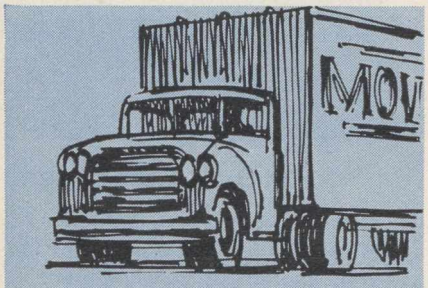
To which the lawyer replied: "About six months!"

The Big Problem

The iron gate between Heaven and Hell often broke down. Over the centuries, Satan and St. Peter had formed a pact that they would have it repaired alternately. But this time, when it failed, Satan insisted it was St. Peter's turn; the Saint was equally certain it was Satan's turn. A violent argument ensued, during which St. Peter threatened: "Satan, you fix that gate or I'll sue you!"

And Satan laughed demonically as he replied: "Yes? And where would YOU get a lawyer?"

MOVING? *Let Your Local Union Know!*



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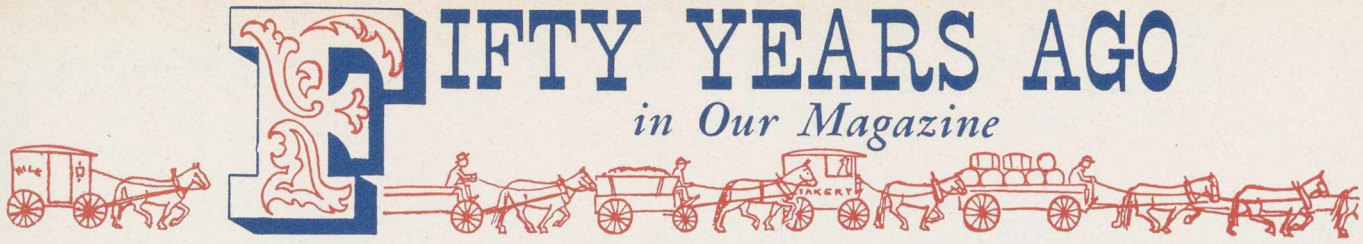
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LEDGER NO. .....
(If unknown—check with Local Union)

NAME OF EMPLOYER .....

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Vol. XXIII *(From the January 1926 issue of the TEAMSTER)* Number 1

'Full Time' Would Swamp World Market

One of the great elements of the problem of unemployment "is the present over-developed state of some of our large industries," said Secretary of Labor Davis, in his annual report.

"Our productive machinery and equipment in many of these industries," he said, "can not run 300 days in the year without producing a stock that can not be sold in this country nor in any or all other countries."

Several industries were cited as illustrations of this over-development that would glut the world's markets with a 300-day operation in any one year.

The census lists 1,570 boot and shoe factories. Of these, 227, or 14½ per cent, produse 65.6 per cent of all shoes produced. If these 227 factories ran full time they could produce 95 per cent of all the shoes now produced and sold. These 227 factories employ 110,913 workers, and produce 1,696 pairs per wage earner per year.

"In this group of 227 boot and shoe factories lies the possibility of producing all the shoes we could consume," said Secretary Davis. "The rest of these workers operate solely, in an economic sense, to prevent any of the workers from getting a full year's work; operate solely from a labor point of view, to prevent anyone in the industry from earning a decent living."

The report states that there are 8,019 flour mills in the United States, and of these 228, or 2.8 per cent, employ 42 per cent of the workers in the industry and produce 62.1 per cent of the total barrels of product.

"These mills employ 66 workers each, on the average, and these workers produce 8,-764 barrels per worker per year. Give them full-time employment and they could produce practically all the mill products that we can consume."

Secretary Davis quoted conditions in the Illinois bituminous coal industry as representative of that entire industry. He said that 254 of the 338 principal mines in that state represent an unnecessary expenditure of money. This prevents an adequate number of mines from producing the required amount of coal and prevents the necessary number of men from securing a reasonable number of days' work in the year.

"The turnover in the coal mines of Illinois is over 85 per cent, which means that there are 1.85 men in the industry for every job, and that only one man can work, where two men must live with all of his dependents.

"Go on down the line and in nearly every industry you will find the same appalling condition of affairs."

Secretary Davis favors combinations in each industry that will cut down the number of plants "to a point where each establishment could, upon a competitive basis, operate at least approximately 50 weeks a year." The unnecessary mines and plants "can be closed or held in reserve."

The secretary recommended that congress empower the secretary of labor to import workers when needed at times where no strike or lockout impends. He also recommended that congress authorize the President to suspend all immigration when the secretary of labor and the secretary of commerce certify that in their opinion unemployment in this country makes such suspension necessary.

Company 'Unions' Are Not Trade Unions

People find it very difficult to break the bonds of primitive thought and rise above an intolerant policy which has long been followed. So it is with some employers. Their constitutional and fundamental objection to trade unions has led them to accept therefor company "unions" and employes' representation plans. Having sensed the workers' instinct for organization, they endeavor to satisfy it through the development of company controlled organizations.

Company "unions" may resemble trade unions, but the difference is in substance rather than in form. The inspiration of the company "union" comes from without, that of the trade union comes from within.

The company "union" is restricted in its resources, its independence and its vitality. The power of veto, of domination and of control lies within the employing group. Members of company "unions" cannot deal with management upon an equal basis.

"Because of the insecure foundation upon which substitute for trade unionism rests, the company 'unions' would collapse at the will of the employer. The toleration of their existence must ever be contingent upon the maintenance of trade unions.

"The purpose of management which fosters company 'unions' is clear. The motive behind their action is a selfish one. It represents the desire for autocratic control and managerial domination. They seek to maintain the form of collective bargaining without its virtues or its spirit of independence. They seek control rather than cooperation. They exert the power of compulsion instead of inviting the voluntary cooperation of employes. They are attempting to build an industrial structure upon a wrong principle."—President American Federation of Labor.

A Thought On Social Service

Because the trade unions organize a most elemental force in human life, the effects of its undertakings extend into practically all relations of life. The social service of the union is something that is most inadequately appreciated and yet what the union has done in lifting social standards and in furthering an understanding of justice between men is of incalculable value to progressive betterment.

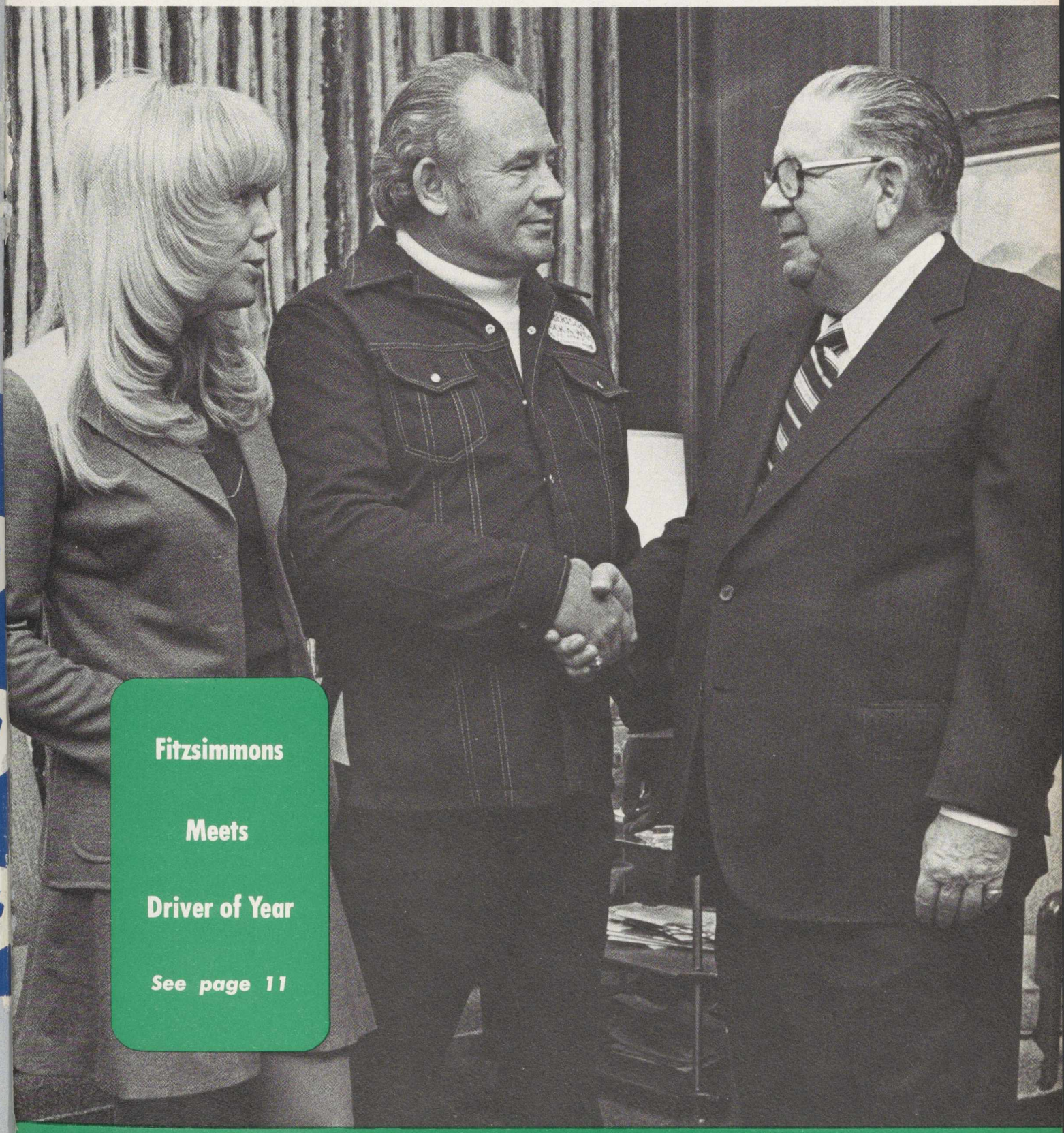
International Brotherhood of Teamsters

A Proud Organization

Serving A Proud Nation



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
FEBRUARY 1976



Fitzsimmons Meets Driver of Year

See page 11

Schoessling New Secretary-Treasurer

See page 7

Dear Frank,
Employers underpaid almost a half-million workers, despite federal wage and hour laws, during fiscal 1975, according to the Department of Labor. Bernard L. DeLury, Assistant Secretary for Employment Standards, said under-payments of workers increased 13 per cent over amounts found due in fiscal 1974. A total of $108,856,805 was found owed to 472,404 workers illegally underpaid in the past year under various federal laws. In the previous year, the Wage and Hour Division found $96.6 million due more than 357,000 workers.
The income restored to workers also increased this year, with $58,187,769 actually returned to 380,254 underpaid employees. This money is up 17 per cent from the $49.9 million restored to 261,000 workers in fiscal 1974.

LABOR'S PLACE IN HISTORY

CONSIDERING the union-fighting track record of the U.S. Chamber of Commerce, it is not surprising that the organization has begun distributing a scruffy new pamphlet titled:

Everything you've ever wanted to know about unions but were afraid to ask.

Typically deceitful, the shabby publication is packed with outright lies, omissions and half-truths. *Everything* deliberately distorts fact through innuendo. There are just enough legal truths sprinkled through *Everything* to lend it the cloak of credibility—which still cannot hide the aim of trying to influence the wage earner against joining a union.

Right off the bat, *Everything* commences with a question, "What is a union?" and answers with this big fib: "It is an organization designed to further particular economic, political and social goals deemed important by its leaders."

Well, now. Trade unionism has a marvelous history of quickly turning out of office elected leaders who ignored or disregarded the views of the membership.

The remainder of *Everything* is a question-and-answer exercise. Here are some of the falsities dreamed up by the U.S. Chamber of Commerce:

"Most modern employers have a multi-step procedure to resolve employee complaints promptly, fairly and without interrupting the work of other employees." (This fabrication insults the work record of the National Labor Relations Board which annually processes thousands of unfair practice charges filed against employers by unions on behalf of members mistreated on the job.)

"Some of the (union dues) money finds its way into political funds or is used for propaganda, with which the members may not agree." (Federal law prohibits unions from using dues money in political activity, and there have been few violations; so far as propaganda is concerned, unions publish and distribute journals, etc., to inform their members and undoubtedly some members disagree with what they read.)

Everything asks, "What control does the individual member have over the union?" and answers: "Not much, although responsiveness to members' wishes varies from union to union." (An individual's 'control over' any organization to which he belongs can be accurately measured by the amount of personal interest he takes in it; unionism is no different.)

"Even in the most democratic of unions, a bare majority (over 51 per cent) controls, and the opposing 49 per cent must be ignored," says *Everything*. (That seems to be the democratic method in the United States; however, unions learned long ago that minority views must be considered at all times.)

Everything declares, "Unions traditionally resist modernization of equipment which would make the employer's operation more competitive." (Quite untrue; it is greatly to the advantage of union members to do anything they can to help keep an employer solvent and growing.)

"Seniority," answers *Everything*, "is the most important criterion for promotion in union eyes—not the skill of the employee." (Seniority as well as skill are important to unionists who found long ago that most bosses prefer the so-called 'merit system' so they can reward toadies and punish honest workmen.)

The concluding paragraphs of *Everything* are astonishing: "Today, most employers pay their workers good wages and provide them with a clean, safe place to work . . . The ancient reasons for unionization—sweatshops, arbitrary employment practices and starvation wages—no longer haunt the American worker."

(Wow! This is wonderful news for 23,000,000 working Americans who have learned the need to maintain their union membership!)

Labor News in the Headlines

NEW YORK CITY	A federal arbitrator ruled recently that employees at 110 Social Security offices in New York and New Jersey cannot be required to wear neckties. The arbitrator said the wearing of neckties bears "no reasonable relationship" to a person's job.
DETROIT, MICH.	Meeting in their second national convention, the Coalition of Labor Union Women (CLUW) recommitted the organization to working within the framework of the American labor movement. More than 1,000 delegates attended the meeting.
OTTAWA	Canada's legislation creating wage and price controls is now law. The law, created hopefully to combat inflation, regulates the profits of the nation's largest corporations as well as the wages of about 42 per cent of the work force.
WASHINGTON, D.C.	One of the worst side effects of high unemployment appears to be reviving—the employer practice of hiring strikebreakers. The Washington Post daily newspaper, for example, had the gall to publish an advertisement seeking "experienced or inexperienced" scabs to work during a strike of union pressmen.
WASHINGTON, D.C.	The Labor Department has proposed regulations that would require farm labor contractors to determine that migrant workers they recruit are lawfully authorized to work in the United States.
UNDATED	Proposed changes in the federal pay system—including revival of the phony "merit" increase ploy—has federal workers and their unions in a quandary. A study panel has suggested granting pay hikes on merit instead of length of service. Unions believe the plan is an attempt to make the federal employee the scapegoat in attempts to hold down the federal budget.
BERLIN, WEST GERMANY	A noted psychiatrist, Dr. Curt Donig, concluded on the basis of his studies that one year of unemployment can reduce the life expectancy of the job loser by five years.
UNDATED	Military services are getting an increasingly closer look from union organizers. The independent Association of Civilian Technicians, with 8,000 members, reportedly has plans for trying to organize the nation's 700,000 national guardsmen. Armed services in several European countries are now unionized.
WASHINGTON, D.C.	A Library of Congress study prepared for a congressional committee concluded that a 6-month oil embargo by Arab producing countries could throw 1.5 million Americans out of work and drain up to $56 billion from the Gross National Product.
UNDATED	Usually daily newspaper stories about strikes emphasize the degree to which the business suffers. Now comes a switch. The doctors' strike in California over malpractice insurance prompted dailies to relate the numbers of hospital workers suffering from the medico walkout.
MERRILVILLE, IND.	Behavioral scientist Dr. Saul Gellerman told a management seminar that when jobs become humdrum for a worker, the company should remedy the situation. Gellerman's point was that the workers can't make a change; the companies should do so, however, because unsatisfying jobs result in poor workmanship and loss of production.
UNDATED	Courts in New York and Maryland have ruled that sports injuries suffered in company-related games are covered by workers' compensation. The courts reasoned that the work-connected games benefited the employers.
UNDATED	A College Placement Council survey of 630 employers concluded the hiring of college graduates will drop five per cent in 1975-76. The previous year's decline was 18 per cent.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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News Magazine Interview With Fitzsimmons Reprinted for Members

Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave., N. W., Washington, D.C. 20001

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FROM THE FIELD

MEMBER RETIRES WORK RECORD

Donald Palmer, a member of Teamster Local 325 in Rockford, Ill., retired recently after working 30 years as a driver for Knox Motor Service.
Throughout the three decades—according to Russell Olson, secretary-treasurer of the local union—Palmer never missed a day of work nor was he ever late arriving for the job.

CHICAGO MEMBER IS LEGION LEADER

John F. Burns, an 18-year-member of Teamster Local 705 in Chicago, Ill., recently was elected vice commander of Dupage County American Legion. The county includes the far western suburbs of Chicago.
Burns is a driver for Ben Lee Motor Service. As a volunteer in the Canadian Army during World War II, Burns was taken prisoner by the Japanese upon the fall of Hong Kong in 1941 and remained a prisoner of war for three and a half years.

CANCER CLAIMS INDIANA AGENT

Charles L. Whobrey, vice president and business representative for Teamster Local 215 in Evansville, Ind., died recently. He was a victim of cancer.
Whobrey began working for Local 215 in 1967 following a period as an organizer for the Indiana Conference of Teamsters. He was a past member of the Indiana Board of Health.

LIBRARY WING NAMED AFTER TEAMSTER

A dedication dinner for Rocco F. DePerno, long-time Teamster leader in New York State, was held recently as Utica College named a new wing of its library in his honor.
DePerno, president of Local 182 in Utica and chief executive officer of that local union for about 40 years, also is a policy committee leader in the Eastern Conference of Teamsters.
The dedication of the Utica College library DePerno Hall was given mention by Rep. Donald J. Mitchell of New York in the Congressional Record.

OHIO SCOUTMASTER SEEKS PATCHES

E. W. Rennicker, a member of Teamster Local 92 in Canton, O., and scoutmaster of a Boy Scout troop in New Philadelphia, O., seeks help from fellow Teamsters.
Rennicker's troop, he writes, is trying for the world record for shoulder and jacket patches of all kinds, including the armed forces.
Rennicker said the scouts mount each patch they get on a plaque and identify it with the name and date of the person sending it.
The plaques are put on display.
Rennicker adds: "If you could help us get more patches for our collection, we would appreciate it very much."
Patches should be sent to Rennicker at: 146 Shel-Mar Dr., S.E., New Philadelphia, Ohio, 44663.

MEMBER'S DAUGHTER IS LEGISLATOR

Scott Nissley, a member of Teamster Local 771 of Lancaster, Pa., is very proud of his daughter, Connie Swarr, who recently won reelection to the Cortland County legislature in New York State.
Nissley, a steward, is a transport driver for Sico Co., of Mount Joy, Pa., with more than 20 years on the job.

DELIVERY DRIVER HAS SAFETY RECORD

Edgar S. Berg, a member of Teamster Local 396 in Los Angeles, Calif., has set an unusual record as a driver for United Parcel Service.
Berg has faced the heaviest kind of traffic in city driving for 25 years and never had an accident.

OREGON LEADER TAKES RETIREMENT

Robert A. Shaw, a member of the Teamsters Union since 1948 and secretary-treasurer of Local 962 in Medford, Ore., during most of his career, has decided to retire.
Shaw also served on the policy committee of the Western Conference of Teamsters and was a trustee on the Teamsters Western Negotiated Pension Trust.

WAR-TIME DRIVERS PLAN A REUNION

Robert C. Patterson, a member of Teamster Local 764 in Milton, Pa., announced that the annual Persian Gulf Command Veterans Organization will hold its reunion in Danville, Pa., June 25-27.
Patterson, a driver for Johnson Motor Lines at Sunbury, Pa., noted that during World War II bulletins were sent to all trucking lines seeking volunteer drivers for overseas duty. Sixteen hundred men consisting of truck drivers, owners and solicitors answered the call.
Formed as the 516th and 517th Quarter Master Corps., they were sent to the Persian Gulf to haul supplies to the Russian armed forces for two years. Later, some battalions went to other theaters of war.
Patterson says a lot of those veterans are still driving and believes some own their own truck lines. For further information, write Patterson at R.D. #2, Danville, Pa. 17821.

LOCAL 600 AGENT DIES IN SESSION

Ores W. Foster, a business agent for Teamster Local 600 in St. Louis, Mo., died of a sudden heart attack recently during a union grievance hearing.
Foster, 59, had worked in the St. Louis area trucking industry for nearly 40 years of which 25 years were as a steward. He had been a business agent less than a year when stricken.

OBSERVATIONS OF THE GENERAL PRESIDENT



MUCH HAS BEEN written about President Ford's veto of the common situs picketing bill, legislation sought by the construction trades unions for a quarter of a century.

Unfortunately, much of what has been written concentrated only on one aspect of the legislation which affected picketing rights and on the political ramifications of the bill.

All press attention was upon the right given building trades unions to picket an entire construction site in a dispute with a sub-contractor. Little was written about other provisions of the bill which would have lent stability to the construction industry, such as:

—a provision requiring the national labor organization to approve a local union's request to picket;

—a 10-day cooling off period before a union could take economic action, and;

—provisions revamping the collective bargaining process in construction to make wage and benefit settlements less 'capricious' and the industry as a whole more stable.

Those three provisions were major concessions made by organized labor in a display of economic statesmanship seldom demonstrated by industry. It represented a genuine effort by organized labor to bring stability to a basic U.S. industry, and the bill contained the ingredients to deal effectively with the inflation factor which has plagued the construction industry over the past several years.

But, what happened?

The National Association of Manufacturers, the U.S. Chamber of Commerce and the so-called National 'Right to Work' Committee turned the bill into a political football.

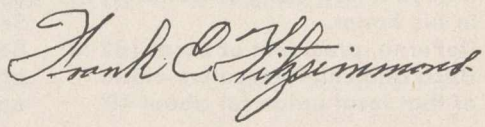
Although President Ford had promised to sign a bill containing the three concessions made by organized labor, he buckled under to industry pressure. That pressure from business pointed out that Ford would lose political support from his party in his battle for the Republican Presidential nomination with Ronald Reagan. Business pointed out that Ford would lose political contributions from big business. And, true to form, business deceived the American public by claiming that the bill would cause more strikes, completely ignoring concessions made by labor to bring labor peace to construction.

Now comes a report by the U.S. Census Bureau which reached conclusions already known by every American worker. The report concluded that because of inflation—and in spite of increased earnings—American workers are in about the same shape today as they were in 1969.

The point is that efforts by labor to make a contribution to controlling inflation are all in vain. Construction labor was held within wage-increase guidelines even before Phase I, II, and III, with the establishment of the Construction Industry Stabilization Board. During Phase I, II, and III, all labor made the sacrifice to control inflation. But the bottom line is that all of these efforts have been sacrificed to politics as usual.

The result is that American workers are left with but one alternative. It is to seek through collective bargaining what they need to keep abreast of inflation and reduced purchasing power.

Labor will be left with only that alternative until other participants in American economic life demonstrate a willingness to attack inflation in good faith instead of from the traditional posture of selfish interest.





Ray Schoessling, newly appointed IBT General Secretary-Treasurer, is shown addressing a session of the regular quarterly meeting of the Teamster general executive board. Schoessling replaces Murray W. Miller who resigned at the meeting.

California Session

General Executive Board Holds Quarterly Meeting

THE TEAMSTER General Executive Board has unanimously approved Teamster General President Frank E. Fitzsimmons' appointments to fill vacancies occasioned by the resignation and retirement of Murray W. Miller as general secretary-treasurer.

The board action on the appointments took place at its regular quarterly meeting, held last month in Palm Springs, California.

Fitzsimmons administered the oath of office to Ray Schoessling as Miller's successor, to Louis Peick as Schoessling's successor as vice president, to Roy Williams as new director of the Central Conference of Teamsters, and to Jesse Carr as new International Union trustee. (See separate story in this issue of *The International Teamster.*)

Board members also approved Fitzsimmons' appointment of Vice President Edward Lawson of Vancouver, BC., Canada, as director of the newly formed Canadian Conference of Teamsters. The Canadian Conference was established by the general executive board at its last meeting in October, 1975.

Fitzsimmons, in his official report to the general executive board, related progress made thus far in negotiations to renew the Union's master agreement with the nation's trucking industry. Formal negotiations began in Washington, D.C., January 6th, and will reconvene February 9th in Arlington Heights, Illinois, after a recess requested by employers.

Fitzsimmons said negotiations now will continue uninterrupted until a new agreement is reached to replace the contract which expires March 31, 1976.

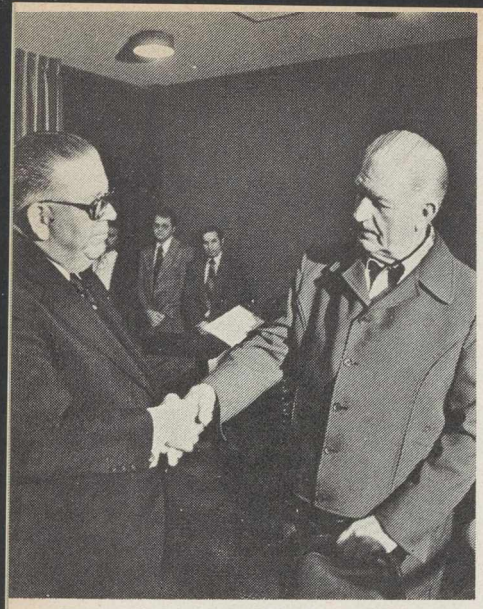
The Teamster leader also reported on the union's preparations for negotiations to renew the National Automobile Transporters master agreement which expires May 31, 1976.

Fitzsimmons gave board members a running account of President Ford's veto of the Common Situs Picketing Bill, which he had promised to sign, and Fitzsimmons' consequent resignation from the Labor-Management Collective Bargaining Committee in Construction along with its eight other labor members.

The Ford backfire on the Situs Picketing Bill led to the resignation of John Dunlop as Secretary of Labor.

Fitzsimmons expressed regrets that Dunlop was abandoned by President Ford on the Picketing Bill, but stated that the new Secretary of Labor William Usery has compiled a good track record as Director of the Federal Mediation and Conciliation Service, and will be an asset to labor in his new cabinet post.

Board members heard the last report of Murray W. Miller as IBT



Ray Schoessling (right) receives the congratulations of Teamster General President Frank E. Fitzsimmons. Schoessling replaces Murray W. Miller as IBT General Secretary-Treasurer.



Teamster General President Frank E. Fitzsimmons offers congratulations to Louis Peick after administering the oath of office to Peick who is a newly appointed Vice President on the union's general executive board.



Teamster General President Frank E. Fitzsimmons congratulates IBT Vice President Roy Williams, newly appointed Director of the Central Conference of Teamsters. IBT General Secretary-Treasurer Ray Schoessling (center) witnessed the swearing-in ceremony.

general secretary-treasurer who announced his resignation and retirement. Miller served as general secretary-treasurer of the International Union since April, 1972.

Regular housekeeping duties of the general executive board included a report from four area conference directors on progress made in working toward the negotiation of a national agreement with United Parcel Service, a large employer of Teamster members.

Another report to general executive board members dealt with the logistics and feasibility of establishing a National Teamster Retirees Organization. This project is under consideration by the general executive board.

Board members also heard reports from the International Union's legal, legislative and safety and health departments.

In other actions, the general executive board:

—Referred two requests from other International Unions to merge into the Teamsters to Fitzsimmons and Schoessling for study;

—Discussed plans for the International Union's convention in Las Vegas June 14 through June 17, 1976.

—Approved General President Fitzsimmons' appointment to the National Truck Drivers Museum in Allentown, Pennsylvania.

—Approved a report from the union's National Energy Haulers Organizing Committee.

—Approved exploratory joint meetings with employers and the Secretary of Commerce on legislative proposals to deregulate the trucking industry.

Teamster General President Frank E. Fitzsimmons administers the oath of office to Jesse Carr, newly appointed International Union Trustee. Carr is secretary-treasurer of Teamster Local 959 in Anchorage, Alaska. Newly appointed IBT General Secretary-Treasurer Ray Schoessling observes the ceremony.



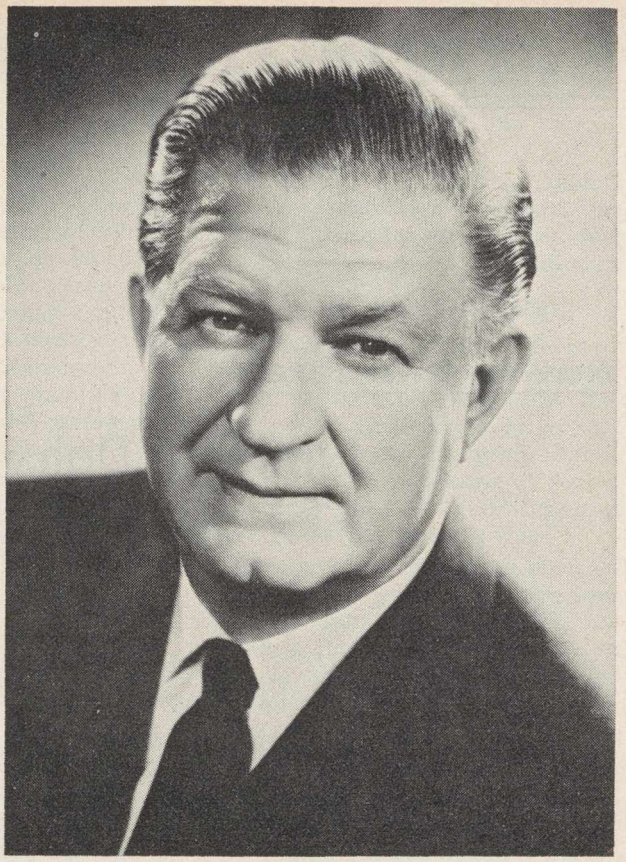
IBT Vice President Edward Lawson has been named Director of the newly formed Canadian Conference of Teamsters by Teamster General President Frank E. Fitzsimmons.



Teamster General President Frank E. Fitzsimmons extends his best wishes for a happy retirement to Murray W. Miller. Miller was honored at a banquet at the recent meeting of the Teamster general executive board.



Ray Schoessling Appointed IBT General Secretary-Treasurer



Ray Schoessling

Ray Schoessling, Teamster Vice President from Chicago, is the new General Secretary-Treasurer of the International Brotherhood of Teamsters.

Schoessling was named by Teamster General President Frank E. Fitzsimmons to replace Murray W. Miller who announced his resignation and retirement from that position at a session of the Union's general executive board January 27, 1976, in Palm Springs, California.

Schoessling's appointment received the unanimous approval of the Teamster general executive board members.

Miller's retirement and Schoessling's appointment to the office of General Secretary-Treasurer created other vacancies on the general executive board and in the Central Conference of Teamsters.

Schoessling's vice presidency will be filled by another Chicago Teamster, Louis Peick, who served as an International Union trustee until his appointment as vice president.

In addition to serving as an International Union vice president, Schoessling was director of the Central Conference of Teamsters.

Named new director of the Central Conference of Teamsters is Roy Williams, International Union vice president from Kansas City, Missouri.

Filling Peick's International Union trustee position is Jesse L. Carr, head of Teamster Local 959 in Anchorage, Alaska.

Schoessling, a veteran of 40 years in the labor movement, served for years as principal officer of Teamster's Brewery Workers Local 744, in Chicago. He served as Chairman of the Teamsters National Brewery and Soft Drink Division, and was instrumental in the recent merger of AFL-CIO Brewery Workers Local Unions into the Teamsters. Additionally, for 20 years he served as President of Teamster's Chicago Joint Council 25.

Recently he was named as one of the 10 most influential men in Chicago civic, community and political affairs by a Chicago daily newspaper.

He has served as Chairman of Chicago's McCormick Place (Chicago's Convention Complex) and still serves on its Board of Directors. He has served on the Chicago Police Board, and is one of the most active citizens in Chicago community affairs.

Schoessling has been a Vice President and member of the Teamster's General Executive Board since 1967.

Peick is President of Chicago Joint Council 25, Secretary-Treasurer of Teamster Local 705, the Teamster's local cartage union in Chicago. He has served as an International Union trustee since 1971. Also active in community affairs, Peick is a member of the Chicago Police Board.

Roy Williams has served as an International Union vice president since 1971, and previous to that as an International Union trustee.

Currently, Williams serves as Director of the International Union's National Freight Division, President of the Missouri-Kansas Conference of Teamsters, President of Teamster Joint Council 56. He is President of Teamster Local 41 in Kansas City. He is Chairman of the Central States Drivers' Council and is a member of the Teamsters National Negotiating Committee for the Union's national agreement with the nation's trucking industry.

All appointments to the General Executive Board are made to fill unexpired terms until the International Union's convention in June, 1976, and were made upon the recommendation of Teamster General President Fitzsimmons, with the approval of the General Executive Board. All appointments were unanimously approved.

Newly Chartered

National Dairy Conference Holds First Meeting in Miami Beach

DELEGATES from the United States and Canada made up an overflow attendance at the newly chartered National Dairy Conference held last month in Miami Beach, Florida.

Formerly known as the Mid-States, East Coast Dairy Conference, the organization was presented its national charter by Teamster General President Frank E. Fitzsimmons.

Fitzsimmons made the presentation to Eugene Hubbard who served as chairman of the Mid-States, East Coast Conference.

Hubbard served as chairman of the Miami meeting.

Many speakers addressed the conference which was culminated by an address by Teamster Leader Fitzsimmons. A report of Fitzsimmons' remarks appears with this story.

Speakers included Jeff Cohelan, formerly a 10-year congressman from the San Francisco area who before that served as leader of a West Coast Teamster dairy local for many years. Cohelan now heads a group health organization;

Peter Gilsey, of Loomis, Sayles & Company, who spoke on economic trends and projections;

John J. Greeley, director of the IBT National Warehouse Division;

David A. Sweeney, director of the IBT Department of Legislative Affairs.

Cohelan predicted that if prices continue to rise in the medical care area, hospital beds could cost as much as $1,000 a day. He sees National Health Insurance as an answer to the national health problem, but only if we get our systems for delivery of health care in place before passage of such legislation.

The former Teamster and Congressman criticized a national health system which sees more than enough doctors crowded into metropolitan areas while rural areas go without.

He related European approaches which allow nurses and technicians to perform lesser medical services, relieving doctors for more serious and difficult procedures.

And, he reminded labor unions that through the administration of negotiated health and welfare plans, they have the power to turn health care services for Americans around so better, adequate and quality medical service becomes available to everyone.

Gilsey, in his economic assumptions, predicted a slow and labored economic recovery keyed to the consumers' ability and willingness to spend at a reasonable level.

He believes inflation will average between 5 and 6 per cent, that there will be no dramatic escalation of either food or energy prices, that consumers will spend a larger share of their savings than in 1975 as unemployment drops, and that housing starts will increase slowly.

Gilsey sees corporate profits rising 20 to 25 per cent over profit levels in 1975 and interest rates remaining firm, rising in the short term but rela-

David Sweeney | Peter Gilsey | 'Tony' Christiano | John Greeley | Jeff Cohelan | Eugene Hubbard | Howard Hayne



tively stable in long term markets.

Sweeney told delegates support from local unions and their membership is the important ingredient in working for passage of legislation beneficial to working men and women.

The legislative director urged local union officers and rank-and-file members to inform their congressional delegations where they and their union stand on the issues and why.

"When the International Union informs a local union of an issue and the kind of help we need," Sweeney said, "it is important that you respond with letters and wires to your congressman and senators."

Greeley, as director of the IBT Warehouse Division, counseled Dairy Conference delegates on the formation of a national division.

Business sessions of the conference were devoted to the transition from a regional to a national affiliate of the Teamsters.

Assisting Hubbard in conference arrangements were Anthony Christiano, president of Teamster Local 753 and secretary-treasurer of the Mid-States, East Coast Dairy group; and Howard Haynes, secretary-treasurer of Teamster Local 783 and treasurer of the Mid-States, East Coast group.

Several International Union officers were in attendance at the conference: IBT Vice President and Southern Conference Director Joseph Morgan; IBT Vice President William McCarthy, of Boston; IBT Vice President Edward Nangle, of Reading, Pa.; and IBT Trustee Frank Matula, of Los Angeles.

An international flavor was added to the conference with the attendance of a delegation of Japanese dairy union officials headed by Nobuyuki Okamoto.

No Cause for Mediocrity

Fitzsimmons Says We Should Not Settle Short Because of Problems

TEAMSTER GENERAL President Frank E. Fitzsimmons told delegates to last month's National Dairy Conference that this nation should not lower its sights because of economic problems in its search for quality life for all citizens.

President Fitzsimmons made the remarks to a banquet meeting of the newly chartered National Dairy Conference.

The Teamster leader declared that the Teamsters will not settle short in negotiations for renewal of the union's national contract with the trucking industry. He said:

"We intend to end up with a contract which will provide members what they need to keep in the mainstream of economic life.

"We are not pessimistic about this nation being able to solve its problems. We do not believe that this nation—as it celebrates its bicentennial, or in any other year—should adopt a policy of lowering its goals and aspirations because of a temporarily depressed economy."



Frank E. Fitzsimmons

Fitzsimmons declared that in a Presidential election year, voters—in their search for leadership—should not make up their minds on a candidate because of his stand on one particular issue, but should look at overall qualifications to deal with the nation's problems.

He said it is too early for the union to make a choice of candidates, but noted it is time for the union to order up its priorities for national leadership.

Qualified Leaders Needed

He said those priorities are traditional. "We need leadership which will devise programs and handle the economy so that the unemployed go back to work. We need leadership sharing concerns for the well-being of people. That traditionally has been organized labor's approach to leadership."

Fitzsimmons said he sees no relief for the nation's economy coming from the Ford Administration. And, in reference to President Ford's veto of the common situs picketing bill, Fitzsimmons declared:

"If President Ford cannot support labor, I do not see how labor can support him."

The Teamster leader came down hard on President Ford's advisors, singling out proposals to deregulate the trucking industry. He said this was typical of the poor counsel President Ford is getting from his advisors.

Fitzsimmons said it is appropriate that the Teamsters will be holding their 21st International Union convention in 1976 during the Bicentennial Celebration.

"While we are not 200 years old as an organization, we are proud of the contribution Teamster members have made to the development of this nation," Fitzsimmons said.

He said he would not go into the union's convention as an apologist, but would be proud of the accomplishments of the union and its contribution to the nation's good.

Regarding recent newspaper stories about the union, Fitzsimmons reminded delegates that the Teamsters does not exist for its critics but for service to the membership.

He called the membership the only legitimate judge of the union and said:

"If we were poorly judged by the membership, we would not be the largest independent union in the free world with over 2 million members."

He praised the delegates representing members in the dairy industry, noting that the depressed economy, changes in the distribution system and marketing techniques have made their job doubly difficult.

Trade Act Change Sought

Pan Am Workers Denied Aid; Fitz Urges Congress to Revise Act

SHOCKED by a Labor Department decision denying adjustment assistance benefits to Pan American World Airways employees, Teamsters General President Frank E. Fitzsimmons last month asked Congress to amend the Trade Act of 1974 to include service workers under the Act's benefit umbrella.

The Labor Department ruled in November, 1975 that service workers were not specifically mentioned in the Act and, thus, were ineligible for benefits.

The decision answered a petition filed by the International Brotherhood of Teamsters on behalf of 691 laid-off Pan-Am employees thrown out of work by competition from foreign carriers. It was the first case of its kind to be heard under the law; service workers' eligibility had not been broached previously.

"We are shocked and disturbed that the Labor Department has denied benefits to 691 ex-employees of Pan American and to other employees and their families who have been or will be furloughed," Fitzsimmons said after the decision was made.

"There is no doubt that an important cause for the unemployment of close to 1,000 IBT-represented employees of Pan American World Airways was the increased foreign competition of government-owned and subsidized airlines," he added.

The Trade Act enacted in 1974 is supposed ". . . to provide adequate procedures to safeguard American industry and labor against unfair or injurious import competition and to assist industries, firms, workers and communities to adjust to changes in international trade flow."

The legislation includes provisions to provide compensatory payments to workers in industries where plants are forced to close or workers are laid-off because of foreign competition.

In addition to asking Congress to include service workers under the Act, making eligibility retroactive to October 2, 1974, President Fitzsimmons also called on Congress to increase the maximum duration of benefits from 52 weeks to 78 weeks for workers under age 60.

"The recession that we have suffered since December, 1974, when the Trade Act of 1974 was enacted, with its increased number of unemployed workers and increased duration of unemployment, has made the present adjustment assistance provision obsolete," he said in a letter to all legislators.

"Until service workers receive the same benefits as manufacturing workers, the United States must not make any concessions in services at the foreign trade negotiations in Geneva," he further urged of legislative representatives.

National Freight Bargaining





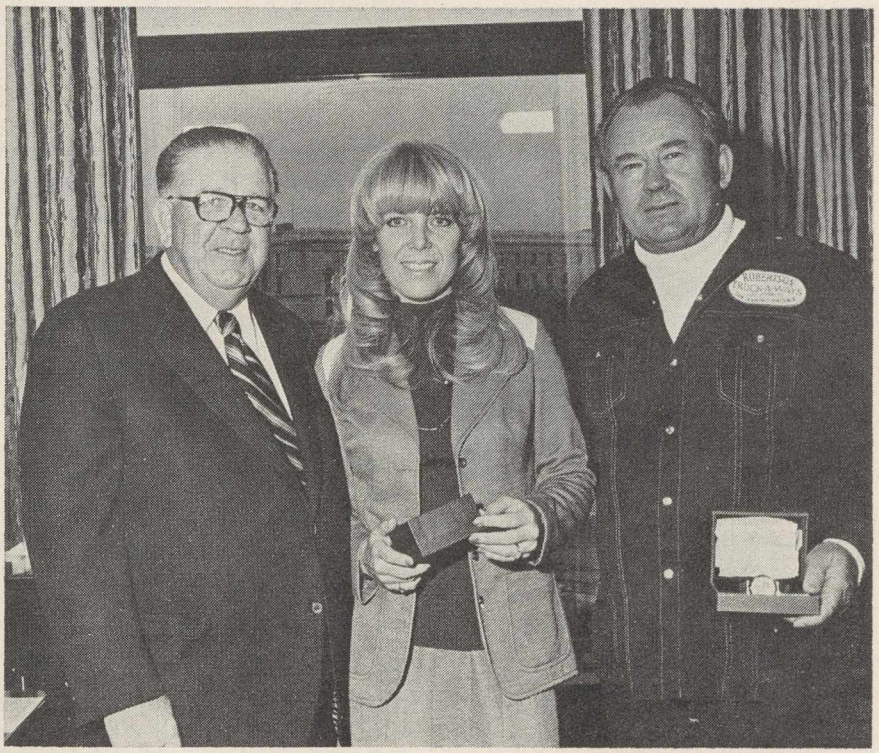
Formal negotiations for renewal of the Teamsters National Master Freight Contract with the trucking industry began January 6, 1976, in Washington, D.C. Top photo (center), shows Teamster General President Frank E. Fitzsimmons, chairman of the union negotiating committee directing negotiations. At left is William McIntyre chief spokesman for Trucking Employers, Inc. At right is IBT Vice President Roy Williams, director of the IBT National Freight Division. Bottom photo shows Teamster and employer negotiators at the bargaining table.

● In Minnesota

Warehousemen employed by Holdahl & Colstad Co., Inc., of Minneapolis, Minn., voted unanimously for representation by Teamster Local 221 in a recent National Labor Relations Board election, according to Walter Wallace, secretary-treasurer of the local union.

Car Hauler

California Teamster Named National Driver of the Year



General President Frank E. Fitzsimmons greets Harry R. Thomas and his wife, Joy, at International Union headquarters. Thomas was named the 1976 "Driver of the Year" by American Trucking Assns., Inc., and was in Washington, D.C., to receive honors for his multimillion-mile safe-driving record. Fitzsimmons presented the Los Angeles-based driver a Teamster wristwatch.

A TEAMSTER from California who has not scratched his auto hauling rig or cargo in 30 years over-the-road was named the 1976 "driver of the year" by American Trucking Associations, Inc.

He is Harry R. Thomas of Local 224 in Los Angeles, Calif.

Thomas, an employee of Robertson Truck-A-Ways, Inc., has an accident-free record of more than two million miles. He has never received a traffic citation.

Thomas has a driving formula that has enabled him to achieve his remarkable record and that is: "Think ahead. Don't be distracted."

As an auto hauler, the 48-year-old Thomas not only must be able to pilot an 80,000-pound 5-axle rig, but also operate an hydraulic lift and maneuver vehicles while loading and unloading them.

The job has plenty of room for mishap, but the Teamster driver has received numerous citations through his 30 years, all expressing degrees of astonishment that he has never suffered cargo loss or damage.

On a normal run, Thomas may drive as far north as Oregon or eastward to Colorado. His excellent driving record was a big factor in his selection as driver-of-the-year.

Thomas began driving trucks as a 17-year-old seaman during World War II. Following discharge from service, he worked for three California trucking firms before joining Robertson in 1950. They were B. DeVries Co., in Cypress, B. B. Lund Co., in Long Beach, and Pioneer Mills in Artesia.

Thomas and his wife, Joy, have a married daughter and two grandchildren. They live in Artesia, Calif., where Thomas was born.

Ford Names Fitzsimmons To Committee

PRESIDENT Ford recently named Teamster General President Frank E. Fitzsimmons to a trade advisory committee.

Fitzsimmons has agreed to serve a 2-year term on the 45-member Advisory Committee for Trade Negotiations along with business and industrial leaders.

Ironically, the Teamster leader was sworn in as a member of the advisory group only hours after his resignation last month from the President's Committee on Collective Bargaining in the Construction Industry in protest of Ford's veto of the common situs picketing bill.

Why Fitz Accepted

Asked why he accepted the new post, Fitzsimmons noted the importance of the group's decisions to his membership as the primary influencing factor in his decision to serve.

The trade committee was established by Congress, he said, and exists regardless of who serves as President. Its function is to reach trade agreements with some 100 nations on any and all products entering or being exported from this country.

Under this legislation, the committee will be able to influence increases or reductions in tariffs on products coming into the United States or being exported by it.

"Obviously, the interests of our membership are directly involved in this legislation," Fitzsimmons said, answering any possible criticism of the decision. "It is extremely important that this International Union and its membership be represented on this committee," he added.

● Paint Win

Workers employed by Fine Line Paint Corp., and Paints for Industry in Santa Fe Springs, Calif., voted unanimously for representation by Teamster Local 578 of Los Angeles, Calif., in a recent National Labor Relations Board election, according to Stephen Martin, secretary-treasurer of the local union.

40 Years' Service

Retiring DRIVE Organizer Goss Honored at Testimonial Dinner

LOUIS "Red" Goss, a 40-year Teamster veteran and longtime field organizer for the International Union's DRIVE program, was feted recently at a retirement dinner held in his honor in Memphis, Tenn.

Red joined the International's staff in 1966, and began helping Teamster Locals organize their DRIVE programs, after more than 30 years as a road driver. He began his career as a Teamster more than 40 years ago when he joined Local 600 in St. Louis. He later was instrumental in helping to form Local 667 when it was chartered in 1936.

Except for a stint in the 4th Marine Division, where he saw action at Saipan, Tinian and Iwo Jima, Red has been an active trade unionist all his working life.

Among those attending the dinner honoring Goss was Dave Sweeney, head of the IBT Legislative Department. He offered high praise of Red, saying: "Red Goss is not only a trade unionist, but he is liked and respected by all who have dealt with him."



IBT Vice President Weldon Mathis (right) congratulates Louis "Red" Goss during a retirement dinner held in his honor in Memphis, Tenn. recently.

Others present at the testimonial dinner offered similar tributes to the retiring Teamster. They included Red's wife Dorothy; IBT Vice President Weldon Mathis, who represented General President Frank E. Fitzsimmons; Joe C. Carr, Secretary of State for the state of Tennessee; Elliott Osmund, representative of Tennessee's Governor Ray Blanton; as well as many of Red's friends from Tennessee and Washington.

Joe T. Honored



IBT Vice President Joseph Trerotola (right), director of the Eastern Conference of Teamsters, was a co-recipient along with Kenneth Sherwood (left) of an award from the Catholic Interracial Council of New York. They were honored for their work benefiting interracial justice. Thomas L. Jacobs (center) presented the plaques.

Saginaw Local Wins Ruling At NLRB

Teamster Local 486 of Saginaw, Mich., won the National Labor Relations Board decision recently in a case involving Ben Ruegsegger Trucking Service, Inc., of Kawkawlin, Mich.

The Board, ruling on a motion for summary judgment, found that the company unlawfully interrogated its employees about their sympathies and desires concerning Local 486; solicited employee interest in withdrawing from the union; threatened employees with closure of its operations in the event the union attempted to secure resolution of disputes involving terms and conditions of employment in accordance with the employees' wishes, and indicated to employees that reprimands were being issued them because of their activities on behalf of and sympathies for the Teamster affiliate.

Ben Ruegsegger Trucking was ordered by the Board to cease the illegal conduct.

Missouri Local Wins Two Ballots

Teamster Local 838 of Kansas City, Mo., recently gained nearly 100 new members with a pair of representation election victories.

Gayle Crawford, secretary-treasurer of Local 838, said the National Labor Relations Board ballot wins were at H. D. Lee Co., Inc., a clothing company, and Inland Center, a cold storage warehouse—both in Kansas City.

Office and clerical workers at Lee voted 33 to 22 in favor of the union as 58 were eligible to cast ballots. Inland's office workers, including data processors, voted 26 to 12 for the union.

No. Carolina Member Gets $3,686 Backpay

Jerry Sam Taylor, a member of Teamster Local 71 in Charlotte, N.C., recently received a $3,686 backpay award for earnings lost when he was fired by Teledyne-Allvac, Inc., of Monroe, N.C., while the Teamster affiliate was trying to organize the company.

Local 71 filed an unfair labor practice charge against the company on Taylor's behalf. The National Labor Relations Board ruled in favor of the union complaint and ordered the company to make Taylor whole for any losses he had suffered.

Taylor chose to return to the job inasmuch as the Board order also prohibited Teledyne-Allvac from any other reprisals against employees if they engaged in activities on behalf of the Teamster local union.

● In Louisiana

Hemodialysis technicians employed by Greater New Orleans Kidney Center voted overwhelmingly for representation by Teamster Local 270 of New Orleans, La., in a recent National Labor Relations Board election.

Mitchel Ledet, Local 270 secretary-treasurer, said 21 technicians were eligible to vote in the balloting. The tally was 17 to 4 in favor of the union.

Plan to Vote!



Jack Brand (right), president of Teamster Local 7 in Kalamazoo, Mich., is shown with Howard Wolpe, Michigan state representative, who recently addressed the union's stewards at a banquet. Wolfe's message: "Get registered and vote in the coming elections."

Improvements Sought

Teamster Counsel Named To NLRB Task Force

DAVID Previant, chief labor counsel for the International Brotherhood of Teamsters, has been named to a 26-member task force that will seek ways to improve procedures of the National Labor Relations Board.

Previant, long considered the dean of labor lawyers in the United States and past chairman of the labor law section of the American Bar Assn., was appointed by Betty Southard Murphy, chairman of the NLRB.

Work on the 2-year study began the first week of this year. Specifically, the task force will try and determine how to update and streamline the rules and procedures by which the independent federal agency administers the nation's principal labor relations law.

Joining Previant on the panel in accord with the Federal Advisory Committee Act are outstanding representatives of labor, management and the public as well as officials of the NLRB.

The main problem facing the NLRB as Chairman Murphy put it is that "we must find ways for the NLRB to do a faster job—with continued fairness—in the face of a constantly rising caseload."

The Board now receives some 50,000 unfair labor practice and employee representation election cases a year. The total only five years ago was 33,500. By 1980, it is anticipated that the case load will have grown to 70,000 or more.



David Previant

Simply adding more personnel will not provide the answer, even if it were possible to do so. The Board, like all federal agencies, must hew to a limited budget which essentially prohibits needed growth.

Previant is well able to make a sizable contribution to the work of the task force. He has been a specialist in labor law for the four-decade history of the NLRB. For years, Previant's Milwaukee-based firm has represented a number of international, regional and local labor organizations.

He is a member of the International Society for Labor Law and also is on the advisory panel of the New York Institute of Labor Relations.

Assessments Of Backpay Set Record

Backpay assessments against employers set National Labor Relations Board records during the fiscal year ended last June.

About 7,400 workers were awarded $11.3 million in backpay because of unfair labor practices. The old high was $8.4 million set the previous year.

Companies were ordered to offer job reinstatement to 3,800 discharged workers, but only 2,600 accepted.

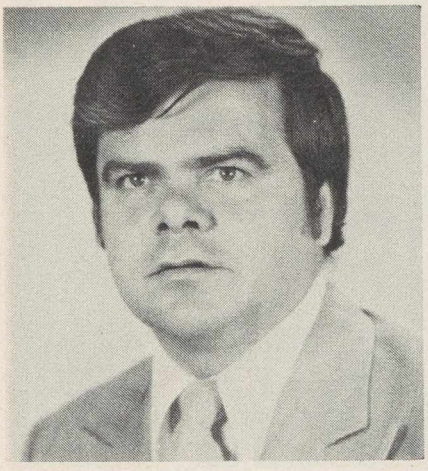
● Factory Win

Production and maintenance workers employed by Thermatron Division of Solidyne, Inc., in Bayshore, N.Y., voted recently for representation by Teamster Local 707 in Woodside, N.Y.

Louis Alimena, Local 707 president, said 25 employees were eligible to vote in the National Labor Relations Board election in which another union was on the ballot. Local 707 won by a margin of 11-to-10.

600 members

Richelieu Raceways Campaign Won by Montreal Local 903



Gerard Forget

TEAMSTER Local 903 of Montreal persisted in its campaign at Richelieu Raceways, Inc., and was finally rewarded with certification by the Quebec Department of Labour and Manpower as representative of 600 workers employed at Blue Bonnets Racetrack as well as the Pointe-Aux-Trembles Racetrack.

The certification marked the success of the organizing drive that Local 903 launched at Blue Bonnets in 1972 under the leadership of Gerard Forget, president of the union.

At that time, the local union failed to sign a majority of workers because of reticence after seven of the Richelieu employees were fired during the campaign.

Local 903 filed complaints with the Department of Labour on behalf of the seven employees and carried the fight to Superior Court.

Finally the company agreed to pay a total of $55,000 in lost wages to the employees who had been fired because of their union activity.

Following the judicial victory, Forget decided it was time to launch another organizing campaign. Within two months, the local union had signed a majority of the 600 workers. A petition for recognition was filed.

It took another six months before a decision was reached because the company protested the bargaining unit. But finally the government agency granted the petition.

Telethon Helpers



IBT Vice President Joseph Trerotola (center front) played a prominent role in the United Cerebral Palsy 25th annual telethon recently in New York City. He was a co-chairman of the labor committee along with Anthony Distinti, president of Teamster Local 277, and Nick Emanuele, secretary-treasurer of Local 875, flanking Trerotola on left and right.

Citizen-Band Radios Gain In Popularity

There are more than six million citizen-band radio sets now in use in the United States, according to *S-9* magazine, largest of the citizen-band radio publications.

Manufacturers of CB equipment anticipated a billion-dollar market for the first time in 1976. At the moment, production is unable to keep up with demand.

***S-9* estimates that one of every 28 American families has a CB set—some two or more—including one of every 15 farm families. One of every five long-haul trucks has a CB set.**

The Federal Communications Commission is gearing for what is expected to be a continued boom in applications for CB licenses.

The FCC received fewer than 15,000 CB applications a month in 1972. Now the rate is 200,000 a month. At present there are about 1½ million valid licenses on record.

Bum Promises Switch Vote To Teamsters

Teamster Local 206 of Portland, Ore., capitalized on the bum promises of the boss and, in a recent representation election, reversed a defeat suffered two years ago at Dorfile Mfg., Co., in Portland.

Jack Lester, Local 206 business representative, said 110 production workers were eligible to vote in the National Labor Relations Board election at the company which makes shelving for do-it-yourselfers and for government contracts.

The ballot count this time was 78 to 25—a 75 per cent margin of victory. The election was a complete flip-flop from two years ago when the workers voted 75 per cent against Teamster representation, misled by the glowing promises of the employer.

Lester said the promises "didn't hold up" as the boss apparently forgot what the wage earners remembered.

More Strikes?

Industry 'Experts' Forecast Stormy '76 in Labor Relations

INDUSTRY'S labor relations experts anticipate that 1976 will be a "stormy labor year" with more strikes than experienced during 1975.

That was the conclusion of the labor relations forum of the Conference Board (CB)—a group of industrial relations specialists—meeting recently in New York City.

David C. Hershfield, spokesman for CB, said the forum foresees that the number of work stoppages will increase this year, but that most strikes will be relatively short.

Members of the forum agreed that companies will be better able financially to meet union demands and that the federal government would most likely apply greater pressure to both labor and management to settle in standoff situations.

Inflation will be the largest factor in negotiations this year, in the forum's view, with workers not only seeking increases to cushion against future inflation but to catch up losses of recent years when agreements were undernegotiated.

Hershfield said CB forecasts that union negotiators will increasingly seek cost-of-living language in contracts that do not now have it.

Also, CB expects unions to negotiate for contracts of shorter duration.

Public employment sectors may increase in strife, according to CB, because public employee unions—confronted with local and state budget crises—will not be able to win wages and benefits as large as workers in the private sector.

Women's Lib Unneeded In This Case

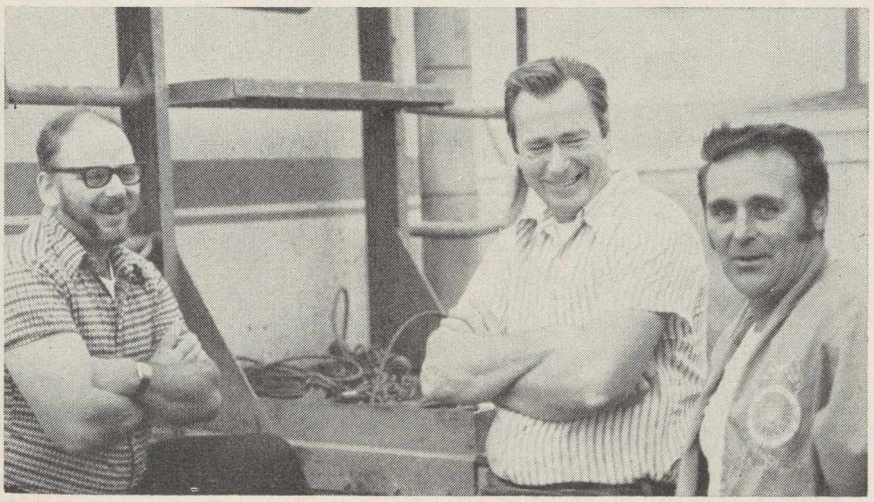
This is a very short story about employee rights under a Teamster contract.

It was found that Ann Robinson, a member of Teamster Local 856 in San Francisco, Calif., had never been paid her proper pay rate under the National Master Freight Agreement. This was discovered when the young lady was laid off her job out of seniority.

Robert Rosa, Local 856 business representative, filed charges to recover lost wages and for the unfair discharge. Both cases were won.

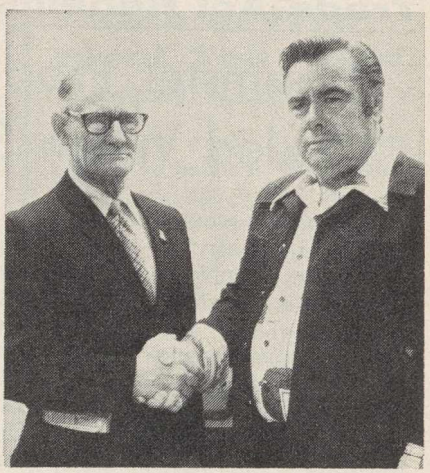
Result: Backpay of $7,547 for Ann Robinson of Local 856.

20 Safe Years



Three members of Teamster Local 684 in Eureka, Calif., who recently received the National Safety Award for 20 years of safe driving are (left to right): Ed Reidel, Russ Moon and Allan Jenkins.

Driver 'o' Year



Charles J. Kirschbaum (right), secretary-treasurer of Teamster Local 147 in Des Moines, Ia., congratulates Herbert Kline who recently retired as a driver for Mid-American Lines, Inc. Kline's road record since 1943 has been nearly two million miles without chargeable accident. He recently was named "Iowa Driver of the Year" by the Iowa Motor Truck Assn.

Industry Predictions Refuted

Plant closings and job losses resulting from new antipollution laws are far fewer than predicted by industry, according to studies by Environmental Protection Agency (EPA).

In fact, said an EPA official, the lack of adverse economic impact has been the biggest surprise as environmental reform programs were developed.

In the past five years, some 75 plants have closed and about 15,700 workers have lost their jobs as a result of antipollution law enforcement. Incidentally, most of the closed plants were old and inefficient.

A study by the President's Council on Environmental Quality, meanwhile, found that antipollution laws have created an entirely new industry employing 1.1 million workers.

Government and industry spending on antipollution devices totaled $15.7 billion last year, according to the EPA study.

STATE OF THE UNION

Trade Act Benefits

Teamster Production Workers Aided When Shoe Plant Suffers

NEARLY 350 workers employed by Town and Country Shoes, Inc., now are getting unemployment aid in the form of worker adjustment assistance under the Trade Act of 1974 as a result of quick reaction by Teamster Local 534 of Sedalia, Mo.

J. T. Hepburn, Local 534 business representative, filed a petition with the Department of Labor last October on behalf of members who lost their jobs in production of women's non-rubber footwear at Town and Country's plant in Sedalia.

The Trade Act was specifically designed to assist wage earners adversely affected when their employers lost business because of foreign imports cutting into the market.

In less than a month, the Labor Department investigated the shoe company situation and found that customers were reducing or discontinuing purchases of Town and Country shoes in favor of imports that were priced lower and differently styled.

Sales and production declined at the company resulting in a reduction in the plant's workforce in the latter part of 1974, followed by further reductions in hours worked in the first six months of 1975.

Investigators concluded that import shoes "contributed importantly to the total or partial separation of the workers at the plant."

The Labor Department approved an eligibility order for all hourly, piecework and salaried workers at Town and Country's Sedalia plant "who became totally or partially separated from unemployment on or after October 10, 1974"—making the wage earners eligible for special aid under the federal law.

Local 270 Wins Bargaining Decision

Teamster Local 270 of New Orleans, La., won the decision recently when the National Labor Relations Board ruled on a case involving Ploof Transfer Co., Inc., of Harvey, La.

The Board, on a motion for summary judgment, ruled that the company unlawfully refused to bargain with the Teamster local union.

Ploof was ordered by the Board to bargain with Local 270 upon request.

Postal Rates Go Up Amid Legal Fuss

Postal rates on all four classes of mail have increased even as opponents of the hike fight it in the courts and the U.S. Postal Service continues its dive into deeper debt.

While proposed increases on special services such as special delivery and money orders still are barred as a result of recent court action, other rates have gone up as scheduled.

Postcards now need a 9-cent stamp instead of 7 cents. First-class mail to Canada and Mexico, as within the United States, now requires a 13-cent stamp, up 3 cents, for the first ounce. Domestic air mail, which the Postal Service plans to discontinue, increased from 13 cents to 17 cents.

The stamp increases were supposed to go into effect at the end of 1975 on a "temporary" basis. A federal court suit halted the hike, but a few days later the decision was overturned in a federal appeals court. Now the issue is slated to go to the Supreme Court.

Meanwhile, the Postal Service—despite an annual $920 million subsidy from Congress—continues to operate deeper in the red and concedes that even the postal hike will not pull it out.

Law Officers Vote Teamster In Iowa

Teamster Local 844 of Waterloo, Ia., recently won two representation elections involving law enforcement officers.

John R. Patchin, Local 844 secretary-treasurer, said the Cedar Falls police department voted 41 to 2 in favor of the union, with one ballot challenged, and the Black Hawk County sheriff's department voted for Teamster affiliation by a 30 to 2 count.

Patchin said it was the first time public employees in Iowa have been allowed the opportunity to be represented by a union.

Retiree Recognition



Shown during presentation of a plaque to the Santa Clara County Teamster Retirees (SCCTR) in California for their contribution to programs benefiting older Americans are (left to right): Isabel Hofmann, recording secretary, and Fred Hofmann, chairman, of SCCTR; Lillie Bourriague, director of the Foster Grandparent Program, and Jack Strelo, coordinator of the Western Conference of Teamsters Retirees Division.

CLUW Delegates



Women from Teamster local unions across the country took part in the latest convention of the Coalition of Labor Union Women held in Detroit, Mich., and some of the delegates are shown here. The only official business of the convention was the adoption of a constitution encouraging union women to take an active role within their unions and within the trade union movement as a whole.

One in Five Went Teamster Last August

One of every five workers eligible to ballot in single-union elections conducted by the National Labor Relations Board last August opted in favor of Teamsters Union representation.

The NLRB said 9,036 workers were in the units won by all unions in such elections. The Teamsters garnered 1,696 of the total.

In terms of single-union balloting activity and success last August, Teamster affiliates led all other unions. Teamsters took part in 149 of the 558 elections —or more than 26 per cent— and won 85 of the 292 ballots— or nearly 30 per cent—of all the votes.

In New York City

Union-Busters Defeated As Teamster Wins Case

CRIMINAL conspiracy charges against Barry Feinstein, president of Teamster Local 237 in New York City, were dismissed recently to bring an end to a 4-year legal battle waged in the courts of New York State.

Feinstein's indictment arose from the now-famous bridge tenders strike of June, 1971, when the tenders walked off the job to protest the failure of the New York legislature to approve pensions affecting the union's 15,000 public employee members.

Anti-union assembly leadership refused to allow the negotiated pension improvement to come to the floor for a vote. This was in spite of the fact that Local 237 had negotiated gains acceptable to both the employer and the membership.

When it was clear the legislature was refusing to approve the plan, Local 237 called the strike.

The union bridge tenders withdrew from the movable bridges spanning New York City's waterways, leaving the bridges in an open position to comply with federal regulations requiring that there be no interference with water traffic.

As a result, New York City experienced one of the most massive traffic jams in its history, dramatizing to suburban voters the plight of workers being deprived of their rightful benefits by a vengeful legislature.

An indictment of Feinstein followed and he called it more than an attack on a single union or individual union leader, saying: "It was part of a huge, anti-labor conspiracy against all public employee unions in the area, and an attempt to keep unions from using the only weapon we have—the strike—to win our rightful gains."

Feinstein called the dismissal of the indictment against himself a "great victory for our union and others."

He added: "We have won, and the union, though scarred from this encounter, has come out of it stronger than ever."

● In Missouri

A big majority of 83 workers employed by Far-Mar-Co., of St. Joseph, Mo., voted for representation by Teamster Local 460 in a recent National Labor Relations Board ballot, according to Claude Allen, president of the local union.

● Office Win

Clerical workers employed by Bankers Lithographing Co., of Pittsburgh, Pa., recently voted by a 4-to-1 margin for representation by Teamster Local 250 in a National Labor Relations Board election, according to Sam Montani, secretary-treasurer of the local union.

Auxiliary Honor



Jesse Levart (left), a member of Teamster Local 688 in St. Louis, Mo., is shown receiving a plaque from Ronald Veizer, police chief of Granite City, Ill. Levart, a driver for Wetterau, Inc., out of Hazelwood, Mo., for the past 24 years, was honored as auxiliary police officer of the year.

CLEANING UP THE TEAMSTERS

Interview With Union Chief Frank E. Fitzsimmons

"Reprinted from 'U. S. News & World Report.'"
January 26, 1976 Issue

What happens when a big union is forced to meet, head on, persistent charges of wrongdoing? Mr. Fitzsimmons came to the magazine's conference room to discuss this and other issues involving the Teamsters.

Q Mr. Fitzsimmons, for a long time, charges of corruption and misconduct have surrounded the Teamsters Union. Are you doing anything to clean up that tarnished image?

A I don't like to have it put that way: whether *I* am doing anything to clean up the image.

Now, I realize that the union has suffered from an unsavory reputation in the past, and there is no question that Mr. Beck [Dave Beck, Jr., Teamsters president until 1957] and Mr. Hoffa [James R. Hoffa, who succeeded Mr. Beck and served until 1967] both went to jail. But it is equally true that the union's image has been distorted by the press, the media. And it is also true that where evidence of corruption has showed up, we have the machinery to deal with it—and that is what we have done.

As I told Attorney General Levi recently, I can't stop any newspaper from saying that mob infiltration into this organization is as great as or greater than ever before. But I can speak very definitely about my stewardship since I took over as president in 1967. I can assure you that when we have found officers of local unions involved in corruption we have applied the constitution, and after hearings—if necessary—we have put those locals under trusteeships.

Q Can you give examples of where you have moved in?

A Yes. We took action in Madison, Wis., in Denver, and in some unions in California. We're in the process of setting up a trusteeship right now in Columbus, Ohio. All told, we have eight or 10 unions under trusteeships.

Q Out of how many locals?

A About 840.

Q You mentioned a talk with the Attorney General. Did you ask for an appointment with him?

A Yes. I sought it because I was upset about leaks to the press from a grand jury in Detroit investigating the disappearance of Jimmy Hoffa. There were continual references in the papers and on the air to an "FBI source" or a "Department of Justice source" making allegations about some Teamster people, without the names of any of those sources being mentioned.

I said to Mr. Levi: "This is a thing you should stop, or at least you should make known the names of the agents bringing these charges. You're pointing the finger at me, you're mentioning the Teamsters, but you're not identifying the other side. It's not right."

"Well," he said, "how can I? If I knew who they are, heads would roll."

"Then, Mr. Levi," I replied, "if it had been our organization and those sources of information kept on coming, I would have found out who they were."

Q Do you take steps yourself to spot and root out misconduct in your union, or do you want the prosecuting attorney in a particular area to make a case?

A When we discover any of our agents or representatives jeopardizing the welfare of our membership and the community, we step in immediately and investigate.

Naturally I ignore, without proof, rumors about underworld figures moving in and corrupting our locals. This Mafia situation gets me. I've never had a full explanation of what the Mafia is. But you can rest assured that if any individuals who have that type of reputation—and the reputation is supported by facts—tried to run for office in one of our local unions, they'd never get seated.

Q Did you investigate your local 560 in New Jersey?

A Very definitely.

Q Is it under trusteeship?

A No.

Q What is the name of the secretary-treasurer there—the one who has been indicted on charges of taking kickbacks on union pension-fund loans?

A Anthony Provenzano.

Q Do you feel that his indictment is reason to put the local in trusteeship?

A No more than I feel that any person should be thrown out of his job without a hearing. Mr. Provenzano is entitled to his day in court just like every other American.

Q What has the Teamsters Union, at the international level, done in regard to the disappearance of Jimmy Hoffa?

A We have co-operated with every department of government that is involved in looking into it. I have personally talked to members of the family. That's as far as the international union has gone.

Q Have you tried to determine whether his disappearance has anything to do with union affairs?

A I don't think it has.

Q Have you talked to Mr. Provenzano about it?

A I'm not going to get into any degree of discussion about Hoffa's disappearance. The press has done a great job of involving lots of people, putting out lots of theories. I notice now, after all the "ragamatag" about a lot over in New Jersey, that the FBI has given up on that—they're not going to dig there.

Q Have you relinquished some of the power that Hoffa had in the Teamsters Union for many years?

A You say, "the power that Mr. Hoffa had." I want you to know that I worked with Hoffa for 40 years, and I like to think that I contributed to his rise in this union's leadership, even though we had differences of opinion over the years.

There's no question that his ego was as large as this room. And he savored power. But in an organization as large and as diverse as ours, no one man can direct everything intelligently. It's impossible, but Mr. Hoffa endeavored to do it.

When I came into this job in 1967, I told Mr. Hoffa as well as the rest of the executive board: "There's no use looking to me for that one-man type of leadership. There's no way I can personally look into the problems of a truck driver in Irwin, Pa., who says his employer didn't give him his choice of a run by seniority."

Q Did Hoffa do that sort of thing?

A Yes. He'd get on the phone, call up, say, a radio station in Tennessee and tell them, "You do this or that."

Q Do you think Hoffa was preparing to make a run for your office this year?

A He couldn't do that, under the law. His parole restrictions barred him from any union activity or holding any union office until 1980.

Q Suppose those restrictions had been lifted?

A You say "suppose." I don't try to second-guess the courts.

Q Hoffa charged that you were instrumental in getting that restriction placed on his parole. Have you ever publicly denied that?

A Yes, I have denied that, and nobody has challenged me on it.

I walked the halls of Congress, wore out a lot of shoe leather, trying to get some consideration for Hoffa. He was turned down three times for parole. I understand his lawyers were told there was no possibility of parole unless he agreed to sever himself from all functions of this international union and the labor movement.

Q What do you think happened to Hoffa?

A I have no idea what happened to him. But let me finish telling you about my attitude on this parole situation.

When Hoffa's wife was sick, out in San Francisco in April, 1971, he was released to go out and visit her. He was in the custody of his son, without any U.S. marshals or other law officers, on the understanding that he was not to participate in any meetings with union associates. If he saw any of them, he could say "Hello," but there were to be no meetings.

I was in Florida at that time, recovering from a bout of flu. I'd been there two days when I got a call from Hoffa who had just got to San Francisco. He asked if I wouldn't come out there to see him. I told him, "Jim, you know you're not supposed to have any association with union people."

"Well," he said, "it's a personal matter, and I'd like to visit with you." I hadn't been able to visit Hoffa in jail. They wouldn't even let me on his mailing list.

So I flew out to San Francisco. When I got up to his

MAJOR POINTS MADE BY MR. FITZSIMMONS



Hoffa's disappearance: "I have no idea what happened to him. . . . We have co-operated with every department of government involved in looking into it."

Corruption: "Where evidence of corruption has showed up" within the Teamsters Union, "we have the machinery to deal with it—and that is what we have done."

Mafia influence: "If any individuals" with a provable link to the Mafia "tried to run for office in one of our local unions, they'd never get seated."

Trucking negotiations: "I'm hoping we'll have no trouble getting a contract signed. My hunch is we'll conclude an agreement before March 31. . . . We're asking a minimum increase of $2.50 an hour."

Right to strike: "I don't think any public employes involved with the public safety—policemen, firemen, people in the water department—should be allowed to strike. I think compulsory arbitration should come into play when there are disagreements over wages and working conditions."

President Ford: He "leaves a lot to be desired because of going back on his commitment to support the 'situs picketing' legislation. If he's not willing to support labor, I don't see how labor can support him."

Hubert Humphrey: "His record has been fair as far as labor is concerned, but I find Humphrey's word questionable" because he voted against a U.S.-built supersonic plane "after agreeing to support that legislation."

Ronald Reagan: "I looked into his background as Governor of California, and I think he did a good job there."

suite, he had about 10 union men there. And I said to him: "What's the matter—are you crazy? You're out here to visit with your wife because of illness." She was very ill. Thank God, she got over it. And I said to his son, young Jim: "You know, Jim, they released him to you on condition that he wouldn't associate with union people. It's all right for people to say 'Hello,' but how do you explain this? You've got 10 guys here."

I finally said to them, "Get the hell out of here," and I chased them out of his suite. He didn't like that a bit, but nevertheless I thought it was my responsibility to him. If they hadn't wanted to go, or if he had taken an adamant position, I presume they would have stayed.

The next day, as I was leaving to go back to Florida, I said: "Jimmy, I'm going to ask you a question, and I want an honest answer from you. Are you going to run for the presidency of this international union if you're still in prison?"

He replied: "Yes, I'm going to run. But I hope to be out before the convention."

I said: "So do I. I really do hope you're out before the convention. But if you are in jail and you do insist upon running, I just want you to know that I am not going to run for my job. So possibly you've got some suggestion on who would be a likely successor, because if you run I'm not going to run, and if I don't run I'm not going to be custodian of the international union."

He asked: "Won't you support me?"

I said: "I'll support you. But this is my position: I don't think this international union and the membership should elect you as president while you're in prison."

"Well," he said, "I'll think it over and let you know." And I said, "O.K."

You know what happened after that.

Hoffa got turned down three times when he sought parole. He sent word to me, asking what I thought he ought to do. I told him it was up to him.

Not long after that, he resigned one of his union jobs, the presidency of Detroit Local 299. But he didn't do anything about resigning from the international union. We went right into our 1971 convention in Miami without any word as to his intentions.

Finally, on the day before we had our elections, his lawyer and his son talked with Hoffa and came back with a note from him saying that he agreed never to be in organized labor as a union officer.

That determined my position. The next day I announced that I would be a candidate for international president, and I was elected. Otherwise I wouldn't be here talking with you.

Q This is a presidential-election year, Mr. Fitzsimmons. If the Teamsters come out for a candidate, will that reflect your personal choice?

A No, it will be based on the recommendation of our general executive board.

Q Has the board met to discuss this yet?

A No.

Q Do you have any personal preference that you can mention?

A Frankly, no.

Q Have you decided which party you will support?

A Not at this moment.

Q Are you unhappy with the Republican Party to the point where you might rule out Gerald Ford or Ronald Reagan?

A I think that President Ford leaves a lot to be desired because of going back on his commitment to support the "situs picketing" legislation.

If he's not willing to support labor, I don't see how labor can support him.

Q What about Mr. Reagan?

A I don't know too much about him. I looked into his background as Governor of California, and I think he did a good job there.

Generally speaking, where politics is concerned, I don't let myself be governed by an individual's personal ambitions; I try to look at what is best for the country. In that respect I've been criticized for discouraging any of our Teamsters members from running for public office. I don't think a person with a labor background can take a political job and serve the community well.

An individual who serves labor and goes into public office certainly owes some responsibility to the organization he came from. If he's elected and there's a question to be decided for the good of the community, he can be criticized if he goes against the desires of his labor organization, and he can be criticized by the community for going along with what his group wants. So it's best for him to stay out of politics.

A LABOR PARTY? "NOT IN THIS COUNTRY"—

Q Would you oppose a national labor party, such as Britain has?

A Yes. I wouldn't want a national labor party in this country.

Q How do you feel about Hubert Humphrey? Hasn't he had a good record of supporting labor over the years?

A Yes, his record has been fair as far as labor is concerned, but I find Humphrey's word questionable.

Q Why?

A I had one experience myself, some time ago, involving the development of a supersonic plane in this country. Humphrey voted against the SST after agreeing to support that legislation.

Q Did you want it?

A I thought we should build one. I think we will eventually buy something like the Concorde for perhaps 50 times more than it would have cost to develop in this country. And in the meantime we will have lost jobs for some 36,000 people who would have been put to work on an American-built supersonic plane.

Q You talked with former President Nixon recently. Did he encourage you to support Mr. Ford in the election?

A He encouraged me to support the Government of this country. We never mentioned Ford or any other individual. His comment was: "You've got to be an American. You've got to support your President."

I think it's a great mark of fairness that he's not going to release his book until after the next election. I've known Mr. Nixon since long before he had aspirations for the Presidency. We've had our disagreements, but he is a friend.

Q Would you expect him to get out on the political scene after the election?

A No, I wouldn't.

Q Mr. Fitzsimmons, the master freight agreement covering 450,000 truck drivers is up for renegotiation before March 31. Do you see any possibility of a nationwide truck strike?

A I'm hoping there won't be. We never have had one in the 41 years I've been in this business. But this is a tough year for negotiations. You find a lot of people who have lost faith in our institutions, our whole economic system. They're dissatisfied no matter what you do.

As to our own membership, it's made up of solid people.

Once we get an agreement with employers and bring in a recommendation for ratification, I'm hoping we'll have no trouble getting a contract signed. My hunch is we'll conclude an agreement before March 31.

Q What sort of wage increase are you seeking?

A We're asking a minimum increase of $2.50 an hour—a dollar the first year, 75 cents the second, 75 cents the third.

Q That is on top of the current rate of pay your members are getting—

A Yes. The current pay runs around $7.11 an hour.

Q Have your members kept up with the rise in the cost of living since your last contract was signed in 1973?

A No. We got a substantial wage increase in our last contract. But we put a cap of 11 cents an hour, per year, on our cost-of-living escalator. We received 22 cents an hour during the term of our agreement, so we are about 75 cents an hour short.

Q You say there's never been a nationwide truck strike. Is it impossible to have one?

A No, it's not impossible.

Q Suppose you have no agreement on March 31. Is there a chance all your members might walk off the job?

A I like to think we have a balanced and democratic organization. Once we recommend an agreement to the membership, they take a vote on whether to accept it or reject it. If the majority voted for rejection, that would amount to a strike vote.

In the over-the-road trucking business, it's not really necessary to strike every company. If a strike were to hit the major national carriers that operate across the country, that would effectively shut down most of the rest of the country's trucking operations.

Q A full-fledged strike could paralyze the country. Would the Government move in to settle a case like that?

A That would be entirely up to the Government.

Q Does it have the power to step in?

A Yes—just as it does in case of a strike involving the railroads or the waterway shipping companies.

Q How are your labor negotiations and other union activities carried out?

A Our top organization is made up of what we call "conferences." We have four such conferences covering various parts of the country—eastern, western, southern and central. At our next board meeting, we're going to give a charter to a fifth group, a Canadian conference.

The directors of these regional conferences are among the 15 vice presidents of the international union. Under these regional conferences are smaller area groups called "joint councils," made up of representatives of the local unions.

Q How big is the Teamsters Union?

A When I took office in 1967, we had 1.6 million members. As of last November, we had around 2.1 million.

Q What percentage of truck drivers in this country remains unorganized?

A I'd say probably 40 or 50 per cent.

LATEST: "WHITE COLLAR" TEAMSTERS—

Q Your union has been organizing people in other lines besides trucking. Where have you made the greatest gains?

A In warehousing and in various white-collar and industrial jobs—also public employes. We have some members in radio and television stations, for instance.

We have concentrated our efforts on organizing the unorganized. I think the record shows we have won more organizing elections than any other international union.

Q Your union has been in conflict with the United Farm Workers, headed by Cesar Chavez. Can you see a time when this will be resolved—maybe through a merger?

A Never. I think eventually the country will look upon the Farm Workers Union for what it is—a cause, not a trade-union as such.

They started out as an organizing committee of the AFL-CIO. George Meany gave them a charter. Meany and I sat down and had an agreement that Chavez and the Farm Workers would have jurisdiction over the field workers, and the Teamsters would have all the mechanical operations in the fields as well as at the packing sheds and the canneries. We shook hands on that.

But Mr. Meany couldn't implement that agreement, and the unions got into conflict.

Q Mr. Meany said you couldn't carry out your part of the agreement—

A I implemented my end of it. My executive board approved the agreement, and I thought his did, too.

Q Do you see any sign of a settlement of this dispute?

A As far as I'm concerned, there's no early peace in sight.

Q Has the Teamsters Union been organizing local policemen and firemen?

A Yes. We have many in our union.

Actually, we are getting many of those people as members because they come to us seeking to be organized.

Q Do you feel that policemen and fire fighters should have the right to strike?

A No, I don't think any public employes involved with the public safety—policemen, firemen, people in the water department—should be allowed to strike. I think compulsory arbitration should come into play when there are disagreements over wages and working conditions.

But when it comes to other types of public workers, including clerical help, I believe you've got to look further into the reasons for their demands and let them do what is necessary under the law to attain those demands.

I've always had sympathy for public employes, and one reason is this:

My wife goes to the supermarket to get the necessities of life. Down the same aisle comes the wife of a public employe, buying the same quart of milk, the same loaf of bread, the same can of peaches, for exactly the same price my wife pays. But often the wife of the public employe has to get by on a smaller family income than many other workers.

The old argument used to be: "Well, what the hell. You work for the city. Eventually you'll get a pension."

That no longer applies. Workers in private industry generally have caught up with, or surpassed, the retirement pensions and many other fringes offered public employes.

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Utility Bills Bugging You?

Beat High Costs by Watching Your Watts

IS YOUR family going through the battle of the night light . . . the war of the door . . . assault on the thermostat? As the number of all-electric homes rises, and energy costs soar, more and more households are waging such battles, especially during the high-use winter months.

Most Americans are more energy-conscious now than they were a few years ago, although saving watts can be time-consuming.

But, unless you enjoy wearing long-johns and cozying up to hot water bottles, frugal use of your electricity is the least expensive way of staying warm this winter. There are ways to beat those high utility bills.

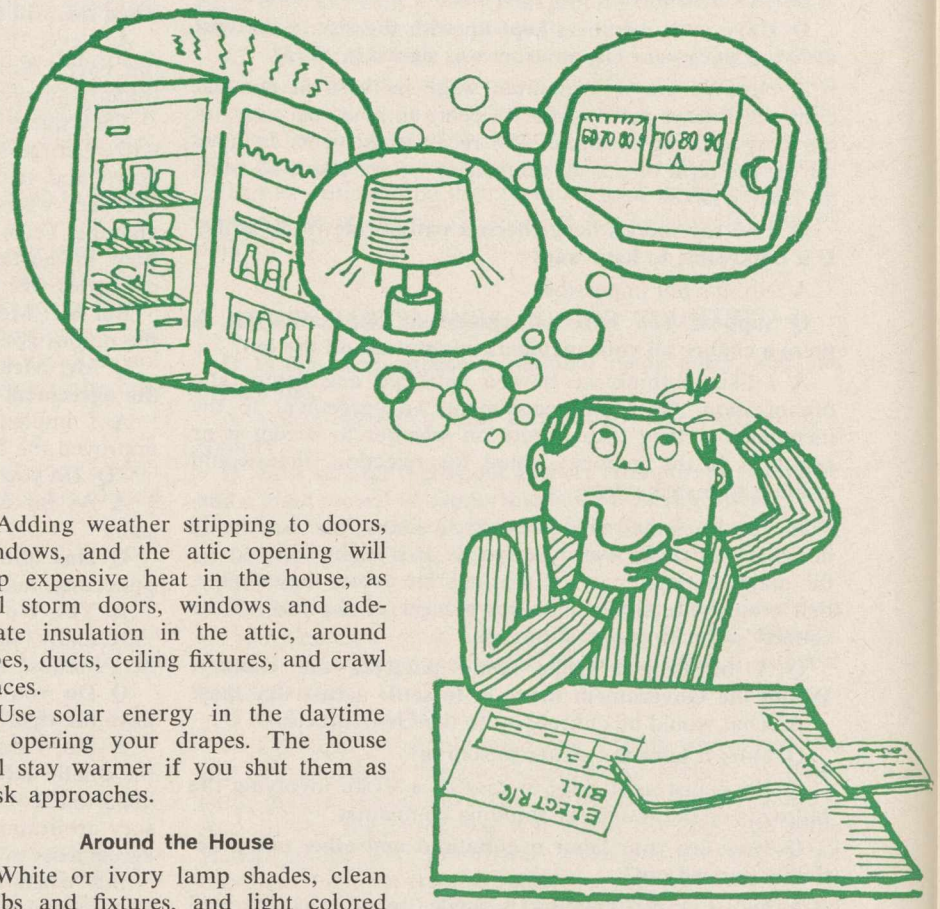
The first thing to remember is that throwing out the electric toothbrush or giving up the hair blower isn't going to save the nation. Because, as the attached energy chart shows, these things use few watts. The real energy guzzlers are more indispensible—the things you need to produce heat or cold—like water heaters, refrigerators, and ranges. These are the things on which watt watchers need to keep a vigilant eye.

Heating Hints

In the winter, heating the house is probably most important.

Clean heating units and filters, closed doors and shut vents in unused rooms, and low wall registers that direct air upward keep air flowing at its warmest. When the fan on your warm air furnace stops, utility companies say, the warm air rises and cold air drops. To maintain good balance, that fan should run. This reduces furnace running time and improves home comfort.

Don't keep adjusting your thermostat! The heater won't produce more heat—but will operate longer, use more energy and raise your heating cost by five per cent for every degree set above 70. The recommended temperature, by the way, is 68 degrees in the daytime, and 60 degrees at night. If you have individual room thermostats, setting them within three to five degrees of each other, unless connecting doors are closed, will save heat.



Adding weather stripping to doors, windows, and the attic opening will trap expensive heat in the house, as will storm doors, windows and adequate insulation in the attic, around pipes, ducts, ceiling fixtures, and crawl spaces.

Use solar energy in the daytime by opening your drapes. The house will stay warmer if you shut them as dusk approaches.

Around the House

White or ivory lamp shades, clean bulbs and fixtures, and light colored interior paint and wallpaper will make your home lighter and brighter, thus saving energy since you won't need to have as many lights on at once.

When the lamp is on, remember that a three-way bulb need not be on "high" unless you're reading, if you want to conserve energy. Installing time switches to turn lights on and off automatically offers economy and security at the same time.

When leaving a room which won't be occupied again for several hours, turn the lights off, unless safety reasons dictate otherwise. Light switch flickers should note that you won't save much energy by turning lights off if you will be returning to a room in a few minutes.

A 40-watt fluorescent lamp produces more light than a 100-watt incandescent bulb at half the energy cost, and lasts about 10 times longer, so use them when you can, especially in kitchens, bathrooms, laundry and work areas.

Long life bulbs give off less light than standard bulbs, but are best used in areas where replacement would be difficult or hazardous.

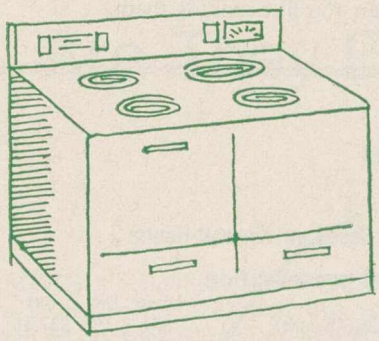
Utility companies recommend that you know your lumens, watts and hour ratings. The lumen measures how much light you can expect; the watt measures the power used by the bulb; and the hours of life tells the average laboratory life of the bulb.

These ratings are now printed on bulb packages. How does it all work? A 100-watt bulb with a high lumen rating will burn brighter than a lower lumen 100-watt bulb, but it won't burn as long. Get wise. Use the higher lumen rated bulb over kitchen counters and for reading lamps, but if you don't need as much light in certain areas, save your money.

Appliance Tips

When you're cooking, use that oven. Avoid opening the door while baking, though; you lose 20 percent of the heat when you do. And remember, pre-heating is needed for baking, not broiling. Even when baking, the general rule is that any food requiring more than one full hour of cooking may be placed in a cold oven. You can turn off a roast 30 minutes before serving time—it will keep cooking on retained heat, and save you money at the same time. Since the oven wasn't made to heat the kitchen, don't use it for that.

When preparing several dishes in the oven which require different temperatures, such as 350°, 300°, and 325°, use the mean temperature (325°) and adjust the cooking times for the other foods. Glass baking pans require temperatures 25° lower than that called for since they quickly absorb and hold heat.



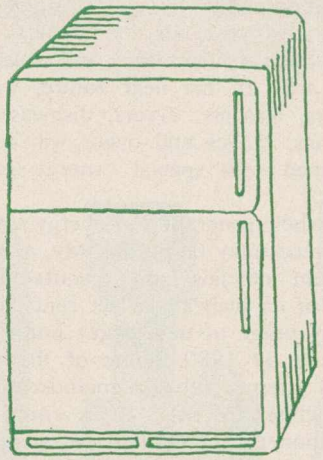
For stove-top cooking, use the right size pans for the burners and make sure they have tight-fitting lids. Thaw frozen foods before cooking.

When you're replacing appliances, consider that microwave ovens reduce power consumption by 75 per cent for the same cooking task done by an electric oven, so you can save a lot by owning one.

To economize with your refrigerator, just defrost it before ice is one-fourth of an inch thick. Otherwise, ice acts as an unwanted insulator and cuts cooling power. Most utilities don't recommend putting refrigerators or freezers near direct sunlight or the range, but insulation will prevent heat transfer if that's the only place you have. By keeping your freezer filled with frozen food (if you can), you'll lose less cold air when the door is opened.

Try the dollar-bill test to see if your refrigerator door is air-tight. Close it on a new dollar bill. If you can pull it out easily, you need new gaskets.

On an everyday basis, avoid putting



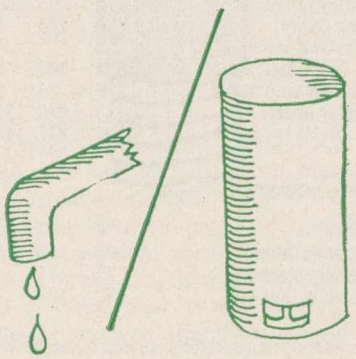
several warm dishes in your refrigerator at once. It'll have to work harder . . . and that costs more. One warm dish won't make much difference, but if you have several, let them cool for about an hour.

Experts recommend a refrigerator temperature between 37° and 40° for everyday use. Freezers do well between 0-10°. Keep perishables (milk, etc.) in the back of the top shelf of the refrigerator; it's usually the coldest place in the refrigerator.

Water needs take a big energy bite. A water heater that's the right size for your family is a must, so you're not heating extra water for no reason or running out of it continually. Set the thermostat between 140° and 160° for normal use.

Be sure your water heater is equipped with a pressure|temperature release valve to avoid possible serious damage to your home and water heater.

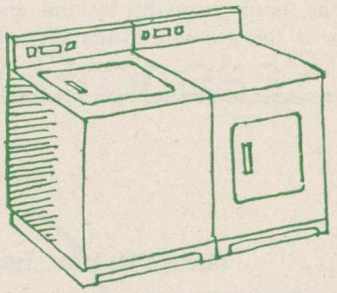
How long has it been since you drained the sediment from your water heater? Of course, the frequency of this process depends on whether your water is hard or soft. In hard water areas, frequently attach a hose to the drain valve and drain several gallons off until the water runs clear. The sediment, if allowed to build up in the bottom of the tank, can reduce the efficiency of the element. In soft water areas, the tank only needs to be drained once or twice a year.



Your heater's heating elements may be damaged if they're "on" when your heater is empty, so be sure your heater is full of water before energizing the electric circuit. Always turn the circuit off before draining the heater.

A shower uses much less hot water than a tub bath, so start singing in the shower if you want to save on your energy bill. And when washing or shaving, put water into the basin and hold it with a stopper. Don't run the water continuously.

Did you know that a drip of only one drop per second means a waste of 900 gallons of hot water a year? Repair leaking faucets promptly!



If you use a dishwasher, it's more economical to wash full loads, rather than partial ones. The same is true of a washing machine.

If your washer doesn't have a water level for partial loads, wait until you have enough clothes for a full load to save electricity. Wash with cold or warm water when possible, and don't overwash—a 10 minute wash cycle should be enough even for very soiled clothes.

Dry a full load, too, but don't overload your dryer. It makes your machine less efficient and more costly. Use warm to cool dryer settings whenever possible, especially for permanent press. A clean lint filter also helps keep costs down.

Put your dryer in a heated place and vent it to help clothes dry faster and prevent mildew caused by excessive moisture. In a garage or uninsulated room, your dryer has to work harder to produce heat.

Don't waste hot water on your garbage disposal when cold will work just as well.

Did you know that a dishwasher uses less hot water than the average family uses when doing dishes by hand? They are designed with economy in mind and operate better at near

capacity loads than with smaller loads. With modern dishwashers, there's no need to prerinse dishes, either.

If you do your ironing all at once and turn the iron off if you're waiting for a load of clothes to come out of the dryer or when answering the phone, you'll save electricity.

If your "instant on" TV has a vacation switch, use it when you're away from home for several days. If not, unplug the set. Also turn off electric blankets when you get up. Don't leave TVs, stereos and radios on for long periods when no one is listening. You're just wasting wattage.

Small cookers—grills, toasters, fry pans, fondue pots, toaster ovens—do special jobs more easily and more economically than a range, so use them when you can.

One boon brought by the energy crisis is the growing availability of information about wattage and operating costs. Last year, air conditioners carried them; refrigerators and freezers soon will. In the near future, water heaters, washers, dryers, dishwashers, TV sets, ranges and ovens will come equipped with special "energy guide labels."

A whole generation of energy saving appliances may be on the way, as government officials and manufacturers aim for an over-all 20 per cent cut in energy usage of new major home appliances by 1980. Some of the proposed energy cutbacks include: black and white TV sets, 48%; room air conditioners, 22%; and refrigerators and refrigerator/freezers, 30%.

Manufacturers already are devising ways to meet these goals: power-saver switches on refrigerators and dishwashers, automatic ignition systems on ranges instead of gas pilot lights; more heavily insulated refrigerators, and increasing replacement of ordinary ovens with microwave units are among the first successful innovations.

The Association of Home Appliance Manufacturers (AHAM) has compiled a list comparing the power needs of more than 1,200 different refrigerators and freezers. Called AHAM's Refrigerator-Freezer Certification Directory, copies of it are available for reference at most appliance dealers.

The consumer can do little to compel utility companies to charge lower user rates. He can, however, make sure his bill is as low as possible. The steps described here can cut dollars and cents off your bill.

Utilities recommend that you follow them to conserve energy. They don't like complaints about bills any more than you like making them.

What Your WATTS Cost You

(Average Wattages, Typical Yearly Consumption and Cost of Electric Appliances Based on Kilowatt-Hours)

health & beauty

	wattage	kwh	cost *
Germicidal Lamp	20	141	$ 4.39
Hair Dryer	381	14	.44
Heat Lamp (infrared)	250	13	.40
Shaver	14	1.8	.06
Sun Lamp	279	16	.50
Tooth Brush	7	0.5	.02
Vibrator	40	2	.06

home entertainment

Radio	71	86	2.67
Radio/Record Player	109	109	3.39
Television			
b & w: (tube type)	160	350	10.88
(solid state)	55	120	3.73
color: (tube type)	300	660	20.53
(solid state)	200	440	13.68

comfort conditioning

Air Cleaner	50	216	6.72
Air Conditioner (room)	860	860†	26.75
Bed Covering	177	147	4.57
Dehumidifier	257	377	11.72
Fan (attic)	370	291	9.05
Fan (circulating)	88	43	1.34
Fan (rollaway)	171	138	4.29
Fan (window)	200	170	5.29
Heater (portable)	1,322	176	5.47
Heating Pad	65	10	.31
Humidifier	177	163	5.07

food preparation

	wattage	kwh	cost *
Blender	386	15	$ .47
Broiler	1,436	100	3.11
Carving Knife	92	8	.25
Coffee Maker	894	106	3.30
Deep Fryer	1,448	83	2.58
Dishwasher	1,201	363	11.29
Egg Cooker	516	14	.44
Frying Pan	1,196	186	5.78
Hot plate	1,257	90	2.80
Mixer	127	13	4.04
Oven, microwave (only)	1,450	190	5.91
Range w/oven	12,200	1,175	36.54
w/self-cleaning oven	12,200	1,205	37.48
Roaster	1,333	205	6.38
Sandwich Grill	1,161	33	1.03
Toaster	1,146	39	1.21
Trash Compactor	400	50	1.56
Waffle Iron	1,116	22	.68
Waste Disposer	445	30	.93

laundry

Clothes Dryer	4,856	993	30.88
Iron (hand)	1,008	144	4.48
Washing Machine			
(automatic)	512	103	3.20
(non-automatic)	256	76	2.36
Water Heater	2,475	4,219	131.21
(quick recovery)	4,474	4,811	149.62

housewares

Clock	2	17	.53
Floor Polisher	305	15	.47
Sewing Machine	75	11	.34
Vacuum Cleaner	630	46	1.43

food preservation

	wattage	kwh	cost *
Freezer(15 cu ft)	341	1,195	$37.16
Freezer			
(Frostless 15 cu ft)	440	1,761	54.77
Refrigerator (12 cu ft)	241	728	22.64
Refrigerator (Frostless			
12 cu ft)	321	1,217	37.85
Refrigerator/Freezer			
(14 cu ft)	326	1,137	35.36
(Frostless 14 cu ft)	615	1,829	56.88

NOTE: Rates charged per kilowatt hour vary. To determine your own annual cost, call your electric company and find out the unit rate. To determine your yearly usage, check the wattage on your appliances and determine how many hours you operate them daily. Multiply wattage by hours of operation; then divide that figure by 1000 to determine the number of kilowatt hours used—multiply the number of kilowatt hours by the local rate to determine the monthly cost of the electricity used.

* Based on 3.11 cents national average charged by utilities to users per kilowatt hour in one year period ending Aug. 31, 1975, according to Edison Electric Institute, N.Y.

† Based on 1000 hours of use per year. Varies with unit size and weather.

SOURCE: Electric Energy Association, 1973.

POLLS

Are They Eroding the Political Process?

"According to this latest poll, Senator, 52 per cent of the voters think you're the lesser of two evils."—Tagline on a *Wall Street Journal* cartoon.

AMERICA'S political selection process is in danger of erosion this year from an unexpected quarter—the public opinion poll.

Pollsters' opinion findings may wield a greater influence on both voters and political candidates in 1976 than ever before in history.

Already there is evidence that candidates seeking presidential nominations in both major political parties are addressing themselves more toward winning the battle of the public opinion poll than they are in capturing convention delegates.

In essence, head-knocking party politics is being transformed into hand-holding public persuasion. Helping to pioneer this confusing condition are the following facts:

—Just about every major candidate now has his own private pollster.

—Topflight public-opinion-research firms are producing conflicting results.

—Independent voters today comprise the second largest political force in the United States.

In addition, there is the contribution of the news media. Daily newspapers and telecasters have been happily willing to herald the "battle of the polls" among candidates because there have been no real skirmishes to report.

The sum of it is that American voters, instead of being left alone to concentrate on the records and actions of the candidates, are becoming poll punchy. More and more voters are asking: "Who's ahead of who and by how much?—for that's all they read and hear about.

For the candidates themselves, the situation is ideal. They are free to restfully expose themselves to public view. Then they tap about for favorable public opinion as though searching for water, and sit back leisurely to watch the meaningless publicity develop.

This is not to say that pollsters are dishonest or consciously bend their records in the direction of desired results, though there may be a scalawag or two. Certainly nearly all of them gather answers ethically and interpret the mathematics correctly, or they would not long stay in business.

There are, however, an estimated three dozen established pollsters who specialize in political affairs. All of them now are operating full blast on the current campaign.

Several leading political pollsters work for as many as 10 different governors and congressmen simultaneously. With their street savvy, the pollsters are well equipped—by adroit wording and timing of questions—to gain a welcome public opinion at the least.

Political observers are finding disconcerting the increasing prominence of public opinion polls in the voter-candidate relationship. There is a subtle, built-in distortion. An example occurred around last Christmas to the delight of news media.

George Gallup and Louis Harris—two of the most famous and integral pollsters who quiz the public regularly in and out of election years—produced conflicting poll findings on the same subject.

Gallup and Harris, unbeknownst to each other, measured the prospects for presidential races involving combinations of three potential candidates: President Ford, Ronald Reagan and Sen. Hubert Humphrey. Each pollster questioned about the same number of people.

Harris found that "likely" voters would select Humphrey to defeat Ford in a presidential campaign, and that Humphrey also would defeat Reagan if he was the Republican candidate.

Gallup's findings, based on interviews with "registered" voters, concluded that either Ford or Reagan could beat Humphrey in the race for

the White House.

An interesting sidelight of the polls was that Gallup and Harris were only a hair apart in their anticipated margins of victory for and against Humphrey.

Probably the most encouraging red flag waving onward the romance between candidates and pollsters is that party politics is losing its muscle.

All pollsters in the past year or so have concluded that about 40 per cent of America's voters recognize little or no difference between Republicans and Democrats.

As a matter of fact, it is unanimously agreed that independent voters —while not organized—form the second largest political bloc in the U.S.

This is proven by the results of the presidential elections in the past 15 years. The growing unimportance of party labels is reflected in terms of straight-ticket voting for President and Congress. In 1960, voters casting ballots on the straight ticket totaled 70 per cent. By 1968, the figure was down to 50 per cent. In the last election, the amount was 47 per cent.

That means more than half of all Americans casting ballots in a presidential election year now are willing to register bipartisan choices, picking a presidential candidate from one party and a congressional candidate from the other.

Public opinion pollsters are the first to exclaim that they are not now and never have been soothsayers. Yet, there is an increasing tendency for public opinion poll results to receive more publicity than they deserve. Likewise, more significance is attached to poll findings than is merited.

About the only truism that public opinion polls have developed in recent months concerned the general political climate rather than specific candidates.

There is no doubt that Americans have had their eyes opened as voters. For example, incumbency in office and seniority lack the magic that once were successfully paraded by candidates.

Voters are indicating that they prefer new faces to the gray heads of experience. They also are less concerned with a candidate's accomplishments of yesteryear than they are with what he might do in the future.

Polls can be a distinct service to the voter in this turbulent election year, nevertheless. But it must be remembered that polls are procedures that sample the thoughts of an extremely tiny, selective group of Americans.

By their nature, polls of opinion more often chart the reaction of the public to a happening. Therefore, they frequently are popularity contests of a sort.

Rather than mull over poll results, the voter would do well to concentrate on the candidates and the issues. Let the candidates get tummy pains from the polls.

After all, there is only one valid political poll. This year it will be held at the ballot box on November 2nd.

USDA Meat Grades Make Choice Tougher

Beginning February 23, the steak shoppers buying "prime" and "choice" meat munch may be less juicy and tender than they're used to.

The Agriculture Department announced recently that it soon plans to put new meat grading definitions into effect. The new grades were initially planned for adoption last April, but the changeover was delayed by court challenges from consumer groups and others opposed to the new standards.

Supreme Court Justice Harry Blackmun denied a further bid to halt the new standards in January, clearing the Agriculture Department's way to implement the changes.

The three top grades of beef commonly seen in grocery stores are prime, choice and good, in their order of tenderness and juiciness. A prime steak has more marbling—or flecks of fat—than choice or good.

Under the new rules, standards for prime and choice beef will be widened and those for good narrowed so more beef can qualify as top grade.

Historically, the tenderest and most expensive cuts of beef are prime, coming from pampered cattle which have been penned up in feed lots and grain-fed most of their lives.

But, due to escalating grain prices in recent years, grain-fattening has been on the decline. By enlarging the prime and choice categories, producers will be able to feed their animals less and still have them qualify for the more expensive grades.

Among the opponents of the new grading plan is the Consumer Federation of America which contended that "consumers will wind up paying choice prices for good beef," if new standards go into effect.

But the Agriculture Department says its new rules won't create any detectable change in the taste of beef at any particular grade.

Some meat packers also opposed the changes, contending the new guidelines will cause production slowdowns, lead to mandatory grading and result in added transportation costs. The packers say the added costs will have to be passed on to consumers.

IBT Letters Helped

New Energy Act Sets Oil Rates; Outlines Crisis, Conservation Aims

WHEN PRESIDENT Ford signed the Energy Policy and Conservation Act recently, enacting legislation that "puts into place the first-elements of a comprehensive national energy policy," one of the most politically-volatile issues of 1975 was defused, after a year-long wait.

The new law was strongly supported by the International Brotherhood of Teamsters and its member locals across the country who lent their support to gain its passage. It combines energy conservation measures, production stimulation incentives and a number of other provisions devised to insulate the nation from the impact of another oil embargo or energy crisis.

The most controversial portion of the bill set up a new system of oil price controls. The law also included a wide range of regulatory provisions, including special Presidential emergency powers, new fuel economy standards for automobiles and home appliances, and congressional review procedures to monitor existing energy supplies and producers' reports.

Teamster locals and their members who worked to ensure its passage by writing their congressmen and making their voices heard, can feel justifiable pride in the new law, Teamsters' Legislative Representative David Sweeney said after the measure was signed into law. It embodies many of the energy goals enumerated last February at the Teamsters International Legislative Conference.

Protection

New Pension Era Begins For American Workers

THERE was an unfortunate sour note as the major parts of the Employee Retirement Income Security Act went into effect January 1st to open a new pension era for 30 million workers.

The key protections newly effective in the federal law include vesting, funding and survivorship language protecting wage earners covered by a pension plan.

Fiduciary, insurance and disclosure provisions of the law went into effect last year.

Even as the statute attained full maturity, thousand of workers lost their pension plans when non-union private companies terminated the coverage in unexpectedly high numbers.

Losses Acknowledged

Spokesmen for the Pension Benefit Guaranty Corporation—a quasi-public agency which administrates the new law—verified that nearly 40,000 workers might have lost pension benefits last December alone because an estimated 1,300 private companies terminated their pension plans.

Since the law took effect, approximately 5,600 private pension plans have been terminated. An estimated 160,000 workers covered by those plans now face an uncertain retirement future.

In almost every instance, the companies involved were those operating without a union contract. They reportedly gave "poor economic conditions" as the reason for canceling out their programs; in some cases, plants or an entire business closed down.

Pension experts noted that the real reason in a great many cases probably was that the companies had to put up or shut up. To put it another way, as of last January 1st, their pension plans either had to conform to the new federal law, do so retroactively, or face penalty.

Despite the heavy "dropout" rate, the general wage earner pension picture is healthy. An estimated 30 million workers are covered by private pension and welfare plans—most of the people being union members—and the funds' assets total more than $170 billion.

Unemployment Declining— Who Can Tell?

Although the unemployment situation stopped floundering in 1975, American workers still weren't happy with the figures presented by the Department of Labor at year's end.

According to its statistics, unemployment stood unchanged at 8.3 per cent in December, 1975, with 7.8 million persons unemployed.

Average annual unemployment in 1975 rose to 8.5 per cent, making the year one of history's worst for the American worker. The jobless rate stood at 7.2 per cent at the end of 1974.

The last time the annual average unemployment rate was above 8 per cent was in 1941, when it reached 9.9 per cent.

Although joblessness remains high, it has shown a vast improvement since 1975. Unemployment peaked last May when the number of unemployed persons reached 9.2 per cent.

Julius Shiskin, head of the Bureau of Labor Statistics, said the constant fluctuations in unemployment have stayed within the limits of 8.3 per cent and 8.6 per cent during the last six months, showing signs of stabilization.

At 8.5 per cent, more than 8 million people were unemployed last year. Adding workers who left the job market or took low-paying jobs to make ends meet, the number of unemployed probably could more accurately be placed at 12 or 13 per cent. The unemployment rate may have stabilized but it sure hasn't shown signs of improving for these workers.

Busy Retiree



James Santoro, a retired long-time member of Teamster Local 25 in Boston, Mass., recently was twice-honored by different organizations for leadership in volunteer work as a Roman Catholic layman. The Holy Name Society of Boston named him "Man of the Year," and the Massachusetts Federation of Nursing gave him the "Better Life Award."

Safe Bakery Drivers



Donald Tilkens (left), secretary-treasurer of Teamster Local 75 in Green Bay, Wis., presents plaques to drivers retiring from Mrs. Karl's Bakery in Green Bay (left to right): Harold Peeters, Harry Czechanski, Ed Renier, Roland Hoslet and Fran Rosera. The five drivers logged more than 5,000,000 miles without a chargeable accident in 178 years' driving.

Legislation, Politics, Government



• JOBLESS INSURANCE

A bipartisan effort was expected to be made in the Senate when Congress returned to consider anew the question of unemployment insurance. Two senators have said they will propose a new extension of unemployment benefits—beyond the present 65 weeks. The Ford Administration was expected to oppose any further extension.

• CRIME VICTIM COMPENSATION

A bill introduced in Congress would compensate victims of both state and federal crimes. The measure would establish a Criminal Loss Recovery Commission to oversee the awarding of appropriations to victims. Property valued at an estimated $2.5 billion was stolen during 1975. There were 20,000 homicides last year.

• SUNNY QUESTION

In sunny California, the state legislature's judiciary committee plans hearings on a unique subject. The hearings will probe the question of whether big corporations that spawn high-rise apartment buildings and skyscrapers have a right to deprive little property owners of their sunlight. The lawmakers have it in mind to protect the "solar rights" of little people.

• NEVADA'S SPECIAL LEVER

A new state law in Nevada provides for a special lever on voting machines used in state and federal elections. The lever is marked, "None of the Above," and permits the voter to register his disapproval of all the listed candidates.

• COURT UPHOLDS STATE TAX

The Supreme Court, in a decision against a foreign-based multinational corporation, has made it easier for states to impose property taxes on imported goods. The ruling came in a case upholding a Georgia tax assessed against the Michelin Tire Corp. The only thing, said the court, is that states cannot discriminate against imported products in terms of taxation policy.

• NEW JUSTICE SWORN

John Paul Stevens is the newest addition to the Supreme Court. The 101st man to sit on the high court, Stevens was sworn in after the Senate confirmed his nomination by a unanimous vote. Justice Stevens takes the seat left vacant by the retiring William O. Douglas.

• ARIZONA SENATOR TO QUIT

Senator Paul J. Fannin of Arizona announced he would not seek reelection this year. He was the sixth senator to issue retirement plans. The others are Hugh Scott of Pennsylvania and Roman Hruska of Nebraska, also Republicans, and Democrats Philip A. Hart of Michigan, John O. Pastore of Rhode Island and Stuart Symington of Missouri.

• REST AND RECREATION

The House of Representatives has mapped out a 1976 recess schedule calling for only 32 work days off between January 6th and October 2nd at which time Congress quits for the election campaign. Congressmen were stung by the criticism last year when their recess days totaled 50 in a similar period.

For Your Information

● Athletic Grants for Gals

Athletic scholarships for women are becoming more common at some of the largest colleges and universities in the United States.

Federal law now requires the big schools to ensure that equal opportunities exist for women and men in athletic programs, including equal opportunity for athletic grants. While schools have until July, 1978, to comply, many already are going ahead with aid programs for women.

The Association for Intercollegiate Athletics for Women expects a sharp increase in college scholarships within the next year.

Think the traffic is bad in your city? Washington, D.C., in the 5-year period ended in 1974, experienced an increase of nearly 30 per cent in the total of registered automobiles.

● Tax Returns to Rise

An anticipated increase in individual income tax returns of 2.2 per cent this year is expected by the Internal Revenue Service.

Tax returns for 1975 income are forecast at 86.2 million. Last year's returns totaled 84.4 million for 1974. About three-fourths of the returns are the regular 1040 forms and the remainder are short forms.

Refunds paid by the IRS this spring are expected to total about $30 billion, up from the $26 billion refunded a year ago. Altogether, more than 67 million taxpayers probably will receive refunds.

The Internal Revenue Service issued a New Year greeting to American taxpayers by mailing 84 million personal income tax forms the day after Christmas.

● Changing Climate

Scientists are beginning to believe the earth's climate could be changed drastically by simply spilling oil on Arctic ice.

Experiments off the northern coast of Alaska have shown that ice contaminated by oil melts very rapidly while adjacent, untouched ice remains intact.

The reason is that the sun radiates a great deal of energy onto the ice which tends to reflect rather than absorb the heat. But oil, dark and dense, tends to absorb the energy from the sun.

Sales taxes, which soak the poor and favor the rich, were the top revenue producer in 28 states in fiscal 1974, according to Commerce Clearing House, Inc. Forty-five states have general sales taxes with only two—Oklahoma and Nebraska—less than 3 per cent.

● Future of Oil Imports

A fresh study from the Library of Congress anticipates that consumption of oil in the United States will increasingly include greater amounts of imported petroleum.

The study, prepared for the congressional Joint Committee on Atomic Energy, concluded that the U.S. may be importing 50 per cent more oil two years from now than it is buying today.

Imported oil presently amounts to 6 million barrels a day. By 1977, it is expected to total 9 million barrels daily and possibly go to 10 million barrels by 1980.

Some 80 per cent of the imported petroleum, says the congressional report, would have to come from Arab wells; Canada and Venezuela are reducing shipments to the U.S., and Iran's available export has diminished to a zero point.

Energy experts calculate that if motorists held their highway speed at 55 miles an hour, the country could save more than 100,000 barrels of imported oil daily. That amount of oil costs the United States about $400 million in foreign exchange each year.

● Harmonica Revival

Often called the "mouth harp" or "pocket piano," the harmonica is enjoying a comeback in popularity in the United States.

The Society for the Preservation and Advancement of the Harmonica (SPAH) claims that about 20 million Americáns know how to play the musical instrument.

Hohner, the world's largest manufacturer of harmonicas, estimates there are more harmonicas in the U.S. than all other instruments combined.

Harmonica sales topped 2.5 million in the U.S. last year. Americans currently are buying about one of every three harmonicas produced annually by all manufacturers.

● Crib Death Mystery

Researchers still are unable to determine what causes the sudden, unexpected death of an apparently normal and healthy infant.

Called the victims of "crib death," about 10,000 babies—one in every 350 live births—die annually in the United States. Most victims are less than three months old.

No evidence has been compiled that would definitely point to a certain cause of such death. The common belief that the infant suffocates, researchers say, is entirely unfounded.

Medical scientists now are beginning to believe that crib death may be due to one of three situations: a breathing disorder in which the sleeping child's brain fails to restart after malfunctioning; an inherited irregularity in the electrical signal that regulates the heartbeat, or a low blood sugar count due to a failure of an enzyme.

The Federal Trade Commission has begun a nationwide investigation into the possibility of price fixing in the multibillon-dollar women's apparel industry. There have been estimates that pricing violations cost the public as much as a billion dollars a year.

● Church Crime

Law enforcement agencies confirm there is an increase of crime against churches with many religious organizations hiring guards and bolting doors to protect jewels, gold and the poor box.

Church and insurance officials say the situation is disturbing because for a few years church robberies appeared to be on the decrease.

Insurance Services Office, an industry organization, reported that the number of claims involving church-related robberies, burglaries and thefts in 1973 was less than half the total in the urban strife year of 1969. While figures are not in for 1974, officials say things have again "turned sour."

A British magazine oriented to big business and industry executives consoled its readers recently with the information that Napoleon, too, had a pear-shaped body with narrow shoulders, wide hips and a pudgy chest and belly.

● Women and Wealth

Women control 47 per cent of the wealth in the United States, according to the Internal Revenue Service, compared with 44 per cent in 1969.

Among top wealth owners, women control 52 per cent of the bonds, 49 per cent of the cash and 47 per cent of all stock.

The IRS says women millionaires outnumber men in total net worth. At latest count, there were 90,836 female millionaires and 89,164 male millionaires.

● Forged Declaration

At least two graphologists believe that nearly all the 56 signatures on the Declaration of Independence are phony.

One analyst, Mrs. Mollie Freedman, claims that Benjamin Franklin signed his own name and then forged the other 55 names.

Ludlow Baynard, retired document examiner for the Louisiana State Police, also believes the signatures are the work of one person, saying, "I can't see how so many different people could have written so similarly."

The implication is that Franklin signed all the names with the permission of each person inasmuch as forgery was not against the law in those days.

Dr. Dumas Malone of the University of Virginia adds credence to the idea, noting that it is an accepted historical fact that the signers of the Declaration of Independence never assembled as a group.

● Corporate Bribery

A legal seminar held in New York City recently was unable to reach any conclusions on the question of what corporations should be required to tell investors about bribes and similar questionable payments.

The central problem was not only what payments should be disclosed to investors under U.S. securities laws, but in what detail they should be disclosed.

The indecisive panel was composed of officials from the Securities and Exchange Commission as well as private practitioners. Sponsor of the seminar was the Practicing Law Institute.

● 215 Million Americans

The year 1976 opened with the United States population estimated at 215,005,859 by the Bureau of Census.

The total is an increase of 1.8 million over the population mark a year earlier. America's record population gain was in 1956 when 3.1 million souls were added to the total.

In terms of world population, the U.S. ranks fourth. China has an estimated 814 million people, India has 574 million and the U.S.S.R. is third with nearly 250 million.

● Declining Liberties

Freedom House, a non-profit organization established to honor the late Wendell Willkie, says the liberties of 743 million people in the world declined last year.

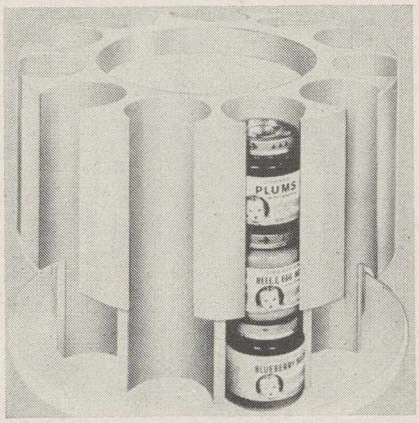
The foundation reported that only 19.8 per cent of the world's population lives in freedom. Another 35.3 per cent was considered "partly free" and the remaining 44.9 per cent was described as "not free."

Freedom House ranked countries on a scale of 1 down to 7 with the top "1" rating going to the United States, Britain, France, West Germany and some smaller countries.

The Soviet Union was given the lowest rating of "7".

WHAT'S NEW

Baby Food Dispenser

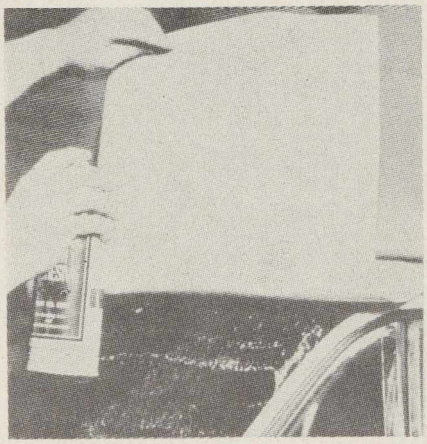


This carousel baby food dispenser holds 30 standard baby food jars ready for instant use. Each jar moves right in front by turning the carousel on its ball bearing base. Jars are loaded from the top, removed from the bottom. There is space on top to hold nipples, spoons, etc. Oldest jars are always used first from the easy-to-clean, high-impact styrene storage unit.

For the Travel-Weary

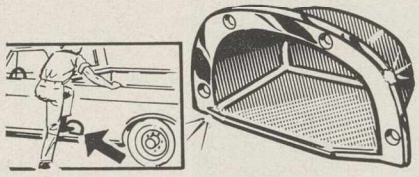
Said to "help soothe sore muscles," a German-made stretch nylon self-massage pair consists of a belt and a glove. It comes with printed massage hints and a plastic carrying case. It can be used, the manufacturer states, either in connection with a shower or simply relaxing.

High-Strength Trim Adhesive



This spray-can adhesive is described as a high-strength and non-staining material especially designed for applying automotive trim materials to metal, wood and other substances. The spray valve prevents overspray and will not plug closed, the manufacturer declares.

Step Up to Convenience



Here's a way to put handy "steps" on your truck where the maker failed to provide them. Made of polished cast aluminum, they will not rust. Just cut out the panel metal where you want the step and install with furnished hardware.

Pen-Pointing the Finger

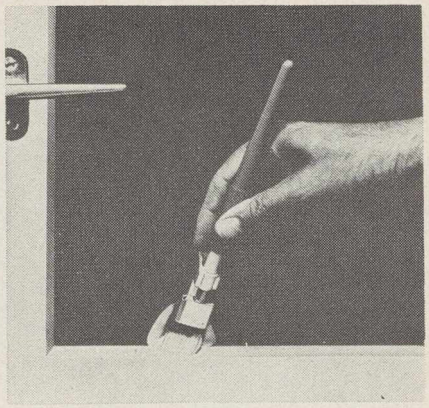


Omar Khayyam, the Persian poet, wrote: "The moving finger writes; and, having writ, moves on . . ." but he never dreamed of this "moving finger;" a ballpoint pen designed to slip on an index finger. Users can choose from red, blue or green; even wear different colors on different fingers.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

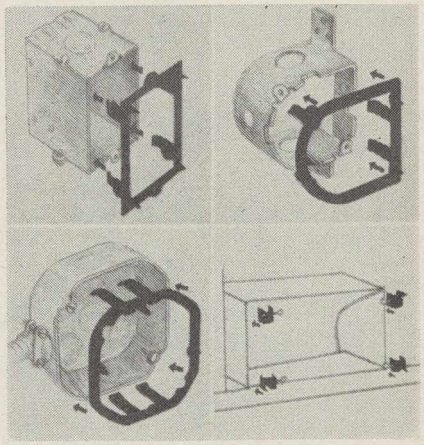
A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Help for Amateur Painters



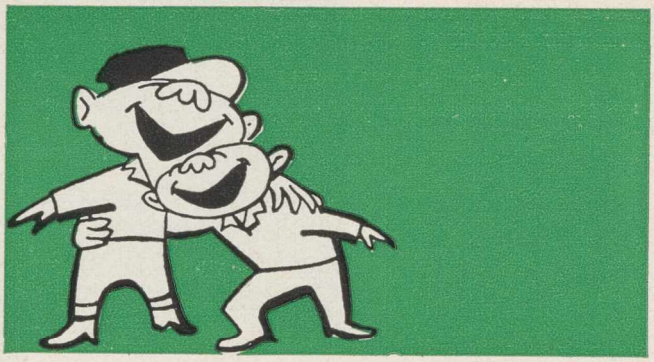
The producer declares that this trim brush is easy to use and makes it possible for even a beginner to paint a professionally straight line with no mess. It is recommended for doors and window frames, along floor and ceiling moldings; even difficult-to-paint trim on French doors. It is said to eliminate messy, time-consuming masking and clean-ups. It features a spring-loaded telescoping plastic holder, fine-quality Chinese boar hair brush (replacements available) and a removable metal shield.

Templates for Cut-Outs



If you're planning panelling, perhaps you'd profit from using the "construction templates" illustrated here. You slip the template into the electric outlet, switchplate, junction box or whatever you want to come through the completed panelling job. Put the panel (or sheetrock) into proper position and rap on the template area. The pins make marks on the back and you can then sabersaw the opening out without a lot of calculations, measurements or (possibly!) frustrations caused by ruined sheets. Although primarily designed for do-it-yourselfers, the templates are being used extensively by professionals to speed production. The set consists of three different templates plus four universal pin clamps.

LAUGH LOAD



Taking His Usual Cut

Doctor No. 1: "What did you operate on Gotrocks for?"

Doctor No. 2: "Six hundred dollars."

Doctor No. 1: "No . . . I mean, what did he have?"

Doctor No. 2: "Six hundred dollars!"

How to Get Kissed Off

Our idea of a born loser is the political candidate who picked up the baby, kissed it, then said to the mother: "Now if my party gets in office, it will mean that a poor little undersized brat like this will really have a chance in life!"

Hurrying His Swing Home

The lone golfer asked permission to play through the foursome ahead. "Ordinarily I wouldn't ask," he apologized, "but I've just found out that my wife has had a serious accident!"

Good Ol' Pop!

The English teacher had been covering the most-used abbreviations used in today's language. Finally she asked: "And what do the initials C.O.D. stand for?"

"That's easy," replied a student. "Call On Daddy!"

A Real Caddy Remark

The egotistical golfer, playing a round alone with a caddy, came to a short hole of 150 yards. "This'll be a snap," he assured the lad. "Just an easy 7-iron shot and a putt!" He swung and topped the ball out about 30 feet.

Without hesitation, the caddy reached in the bag, handed him a club, and remarked: "Now for one heckuva putt!"

Suited to the Times

Men have always had trouble looking beautiful women in the eyes, and the new string bikinis aren't helping matters any.

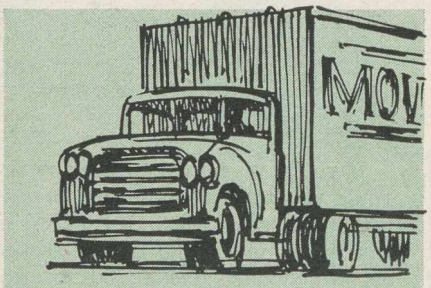
She's Too Truthful, Too!

The ladies were discussing their husbands at their Thursday bridge club. Remarked one: "MY husband would never chase after another woman. He's much to fine, too genteel, too decent . . . too old!"

She Went Through Again

The dowager type was returning from her first trip to Europe. As the customs inspector was going through her suitcases, she asked: "Once you've made the chalk mark . . . does that mean I've won?"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

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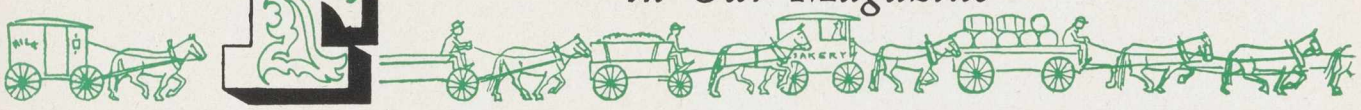
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LEDGER NO. .....
(If unknown—check with Local Union)

NAME OF EMPLOYER .....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO
in Our Magazine



Vol. XXIII ***(From the February 1926 issue of the TEAMSTER)*** **Number 2**

Hasty Injunctions Opposed by Governor

Albany, N. Y.—"This state should declare by law that the labor of a human being is not a commodity or article of commerce," said Governor Al Smith, in his annual message to the New York legislature. The executive opposed the issuance of these writs without hearing of both sides.

"A source of dissatisfaction frequently expressed concerning the courts is the practice which prevails with reference to the issuance of injunctions in labor disputes," said the governor.

"The criticism is made, and in many cases properly so, that preliminary injunctions in these cases are issued on affidavits and without a full and comprehensive knowledge of facts. I need hardly call attention to the importance that these so-called labor injunctions play in our industrial and social life. A better feeling between labor and capital will be brought about if, before such preliminary injunctions are issued, a preliminary hearing is held to establish the facts, and I recommend an amendment along these lines."

Wages-by-Law Is Again Upset

In setting aside the Oklahoma law that contractors on public works shall pay the current wage of that locality, the United States Supreme Court has again rejected the wages-by-law theory.

The court asks:

"Who can say, with any degree of accuracy, what areas constitute the locality where a given piece of work is being done? Two men, moving in any direction from the place of operations, would not be at all likely to agree upon the point where they had passed the boundary which separated the locality of that work from the next locality. The word 'neighborhood' is quite as susceptible of variation as the word 'locality.' Both terms are elastic and, dependent upon circumstances, may be equally satisfied by areas measured by rods or by miles."

The Court indicated that even were the boundary of a "locality" defined, as in a municipality, the law would not stand the test, as the words "current rate of wages do not denote a specific or definite sum."

The chauffeurs throughout the country seem to be getting hit pretty hard although we have been successful in resisting wage reductions. The business seems to be decreasing and profits becoming smaller. This is due to the fact that there is no greater cut-throat business in the world than the taxi business, and the bosses themselves are the cause of the destruction of the business, due to their slashing of rates. Men and women today in our American life need the taxicab. They need it to save time. Time is valuable and must be utilized. A man, if he needs a taxicab, will pay 40 cents as quickly as he will pay 35 cents. So a great deal of the slashing of rates is uncalled for and entirely unnecessary, but the bosses are so hungry for business that they are eating one another up, making it difficult for the driver to obtain a betterment of conditions although the cost of living to a taxicab driver is just as high as it is to any other man.

New York Educator Urges Tolerance

New York.—We live in an age of barbaric intolerance in which minorities are crushed by force and people are burned at the stake, Dr. Nicholas Murray Butler, president of Columbia university, told 800 college students at a meeting in this city.

"Only the weak and intolerant have constant recourse to compel those they can not persuade or convince," the educator said. "We are surrounded by intolerance on every hand. Minorities are thrown out. Men are hounded for their convictions and the weak or defenseless are hanged by mobs or burned at the stake. "Such practices," he declared, were "instruments of barbarism."

To Register All Aliens

Washington.—The proposal to register all aliens in this country was declared by Congressman Celler of New York to "bear the characteristics of Prussianism in its meanest form."

Most of these bills provide for a yearly registration of aliens upon the payment of a fee of $5 or more, under penalty or fine of $25 for each year's failure to register, together with the . . penalty of deportation in certain cases.

"A real police espionage system is embodied therein," said Congressman Celler. "The alien would be under constant surveillance; otherwise, how could the government tell whether the 7,000,000 aliens had registered? They would be stopped on the street. Their homes would be invaded.

"A vast army of inspectors would be necessary to check up so many persons—7,000,000. They would make life miserable for the alien."

Labor Wants More Than "Living"

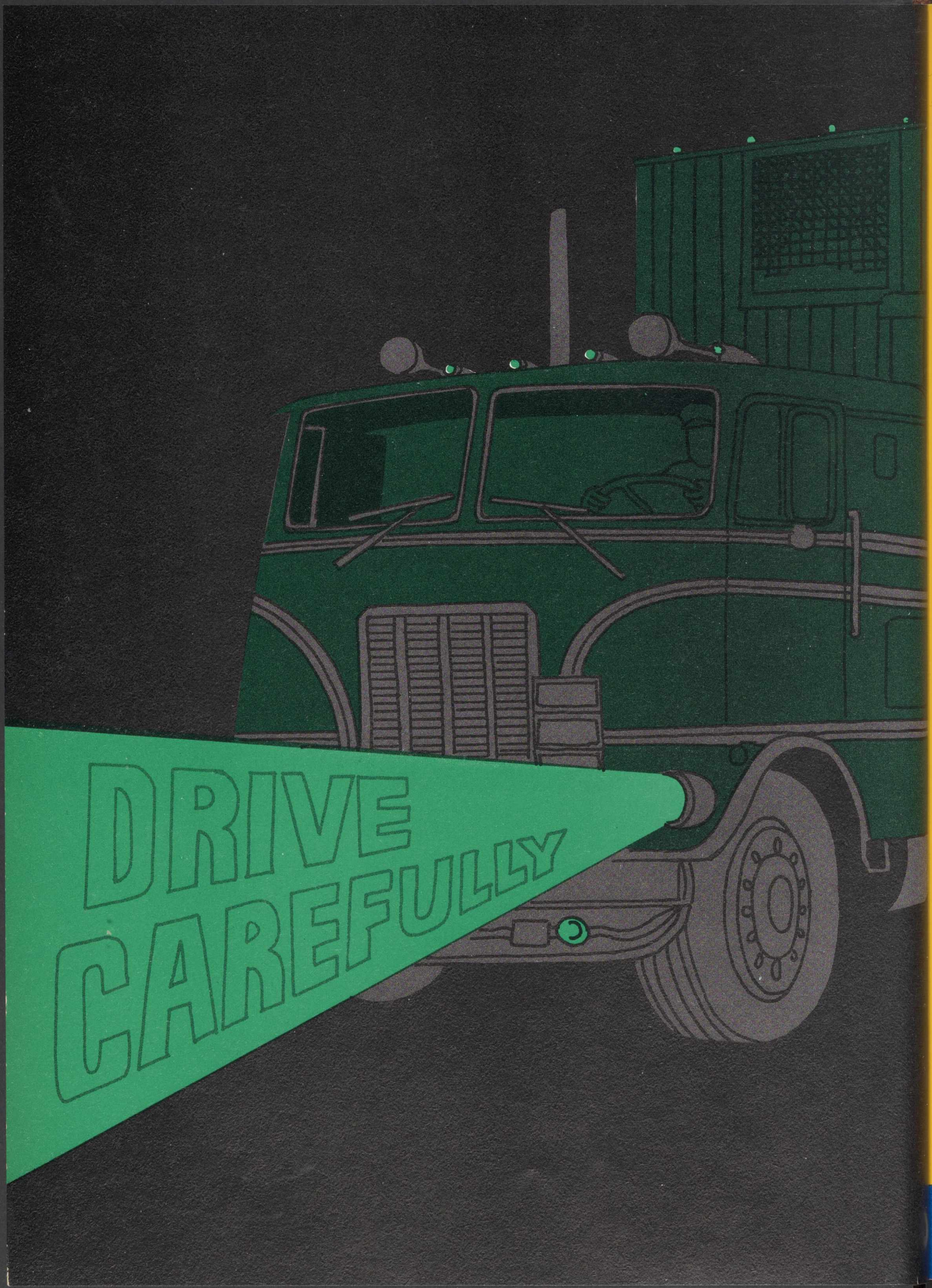
Chicago, Ill.—Wages should not be based on "the cost of living," a "living wage" or a "saving wage," said Wm. Green, president of the A. F. of L., in an address before the Chicago Forum Council.

These bases are intangible, indefinite and susceptible to conflicting interpretations, and the developments of modern industry have brought new viewpoints, he said.

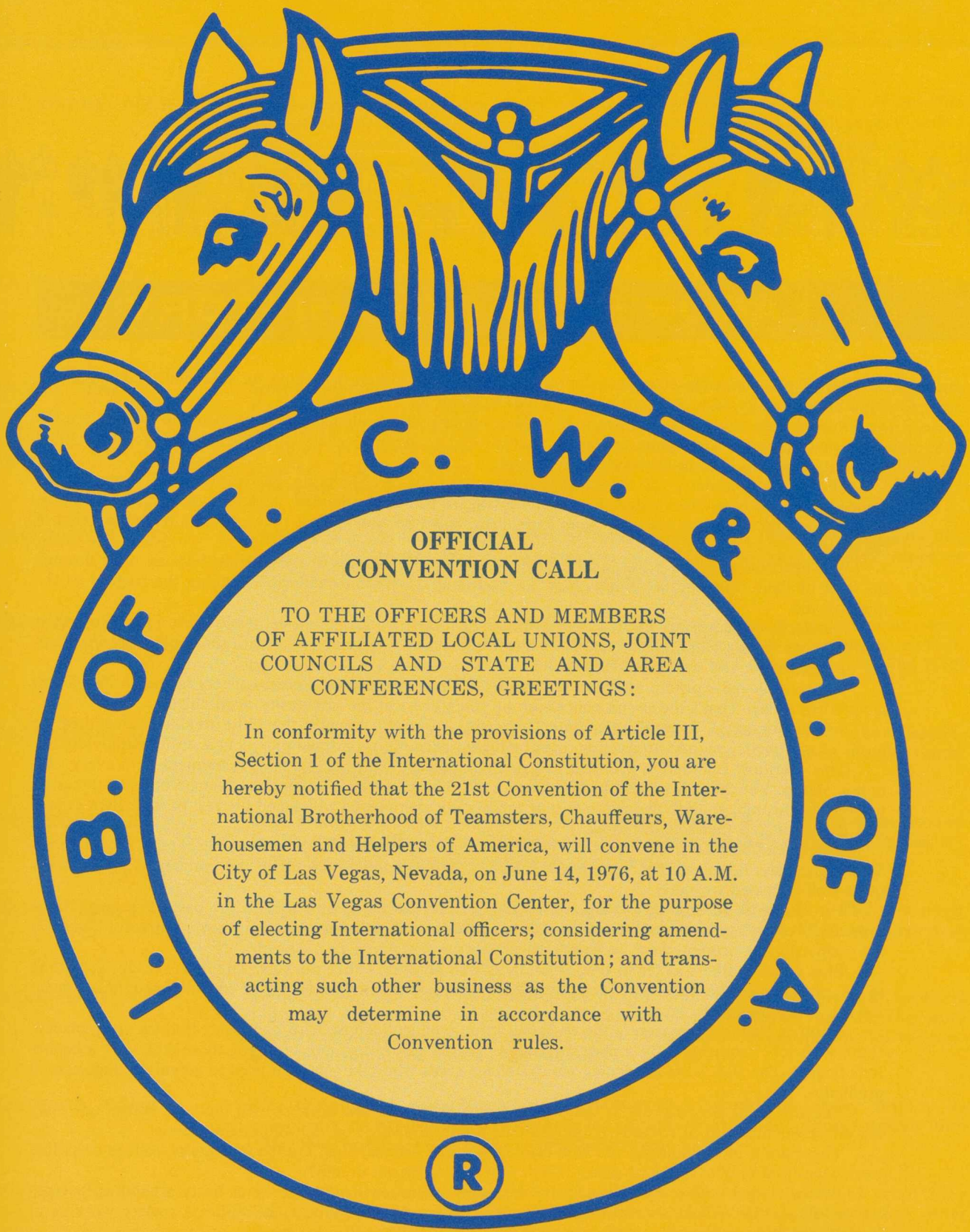
"People are discarding the old theory of wages based upon a fluctuating labor market that is governed by the law of competition and supply and demand. Society has found that the old concept of low wages and reduced costs must be changed to the new concept of high wages, efficiency, elimination of waste and increased production as a means through which lower costs in commodity production can be accomplished.

"Wages must be maintained upon a high level . . . Unless this principle is recognized and accepted the worker will find himself penalized because of his genius, skill, efficiency and faithfulness," Pres. Green said.

Remember, he who looks behind continuously becomes a drone. The world today is waiting and wanting men who look ahead.


DRIVE
CAREFULLY

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
MARCH 1976



OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS AND STATE AND AREA CONFERENCES, GREETINGS:

In conformity with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 21st Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, will convene in the City of Las Vegas, Nevada, on June 14, 1976, at 10 A.M. in the Las Vegas Convention Center, for the purpose of electing International officers; considering amendments to the International Constitution; and transacting such other business as the Convention may determine in accordance with Convention rules.

Call for June Convention Issued.

see page 5

UNDEREMPLOYED



LABOR'S PLACE IN HISTORY

BECAUSE of continuing economic depression, American workers searching for jobs find themselves battered by the reality of poor alternatives—or no choice at all.

Rather than enjoy the fulfillment of golden opportunity, millions of jobless men and women are becoming targets of a sort. Some unfeeling political and economic leaders label the unemployed everything from lazy bums to welfare cheats to lousy leeches.

The worker without a job thinks of it another way. In the beginning, he feels cast out. Then he may wonder if he has been blackballed. Eventually he begins to feel abandoned, perhaps even forsaken. Finally, he must wonder if he is a castaway from capitalism; when he reaches that point, he is in truth a derelict of the society.

The heartless ones are going to have to think up some new terms of derisiveness because now, through no fault of their own, the *underemployed* are becoming a national handicap matching the tragedy of the unemployed.

Hundreds of thousands of Americans are being forced by economic depression into jobs below their qualifications. There is no official census on the matter. But experts who deal with the subject say the number of underemployed is large and growing.

Underemployed workers may include more than one of every four wage earners in the United States labor force today. That's the recent conclusion by researchers at the University of Michigan.

An economist at Pennsylvania State University estimated recently that "the total resources lost, in terms of national economic production, may be higher because of underemployment than unemployment."

This "serious, smoldering problem," as one specialist called it, is not new. It happens with every economic slump. Yet there is a twofold difference now: The problem is larger than ever before and threatens to become chronic; analysts believe many of today's underemployed will spend the rest of their lives in jobs that do not match their qualifications.

The educational level of America's workforce has been improving at a dynamic rate in recent years. Sociologists say, however, that there has not been a corresponding increase in the number of jobs that require well-educated workers.

For example, records of the Bureau of Labor Statistics emphasize that in the past 15 years, (1) the proportion of college-educated men who had to settle for nonprofessional jobs increased threefold, and (2) the proportion for women went up fourfold.

Blue collar workers suffer in this situation as well as white collar workers. The main reason, according to the president of the American Society for Personnel Administration, is "we've educated people too much for the wrong types of careers."

Another important reason is the so-called "ripple effect." Those with college doctorates are replacing those with jobs requiring only a master's degree. The M.A.'s in turn are bumping those with only a bachelor's degree. The B.A.'s are displacing junior college grads who take jobs that used to go only to high school graduates.

Tagging along precariously at the outer edge of the ripple are workers with the least education. They are either unemployed or so underemployed they are on the verge of vanishing helplessness.

There are a few callous people who rejoin, so what?—since when are the benefits of college or skilled work measured only in terms of salary? (Isn't that the American dream?)

By and large, underemployment—if it becomes severe—will prove to be as nasty a child as its twin, unemployment. It will hold few benefits for either labor or management. It implies a society working at half its capability tomorrow.

Where, then, will be the progress of the nation?

LABOR NEWS IN THE HEADLINES

ANCHORAGE, ALASKA	Allegations about massive thefts on the multi-billion-dollar Alaska oil pipeline project are unfounded, according to E. L. Patten, president of Alyeska Pipeline Co. News media have asserted in recent weeks that theft and fraud have resulted in losses exceeding a billion dollars.
WASHINGTON, D.C.	A long-term job surplus of college graduates reaching 140,000 a year by 1980 is projected by the Labor Department's Bureau of Labor Statistics.
WASHINGTON, D.C.	Commentator-columnist William F. Buckley, Jr., infamous for his anti-union views, has suffered another defeat at the National Labor Relations Board. The NLRB dismissed Buckley's petition seeking to declare unlawful union shop contracts requiring his membership.
MADRID, SPAIN	Spain's workers are suffering from high prices and low wages. New King Juan Carlos' answer is to follow the labor policies of Franco, the late dictator. The King ordered the drafting of thousands of postal workers into the Spanish army to serve as strikebreakers in banking, industry and construction. He also conscripted 70,000 railroad workers, putting them under military discipline, for "disturbing the public order" by striking.
WASHINGTON, D.C.	William Usury is the 15th Secretary of Labor, succeeding John Dunlop. Usury has an extensive record in labor-management relations, serving several years as head of the Federal Mediation and Conciliation Service.
NEW YORK CITY	Experts say that about one-half of all workers in the private sector of commerce and industry in the United States—and three-fourths of all government civilian personnel—are enrolled in retirement plans other than Social Security. The total number is estimated at 50 million.
WASHINGTON, D.C.	The cost of living increased 7 per cent in 1975, according to the Labor Department. The inflation rate was considerably lower than in 1974 when the Consumer Price Index went up 12.2 per cent.
EAST MOLINE, ILL.	East Moline's annual "employee of the year" award went to a worker named Joe Perez, described as a "garbologist." The mayor explained that "garbologist" is the job title for a garbageman in the Illinois city.
WASHINGTON, D.C.	The Consumer Federation of America, a coalition of more than 200 consumer groups around the country, went on record at its annual meeting in support of the right of strikers to obtain food stamps.
SACRAMENTO, CALIF.	Under a new law that went into effect in California the first of this year, workers have the right to examine their own personnel or employee records. The state labor commissioner says employers must permit such examination "at reasonable times upon the employee's request."
HARTFORD, CONN.	The Connecticut state government announced it would no longer employ as mediators or arbitrators any former management or union representative until after they had been out of those jobs for five years.
WENATCHEE, WASH.	Two jobless men in Wenatchee recently announced formation of what they called, "Local No. 1 of the United Unemployed Workers Union." Ten other workers with skills but no jobs became charter members of the UUWU.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave., N. W., Washington, D.C. 20001

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FROM THE FIELD

CITY DRIVER IS VET LEADER

James M. Duttera, a member of Teamster Local 430 of York, Pa., for the past 23 years, recently was elected commander of the Gettysburg-Hanover chapter of the Disabled American Veterans for the third year.
Duttera also holds other leadership jobs on a state and district basis for the veterans' organization. He is a city driver for Motor Freight Express.

WESTERN CONFERENCE OFFICIAL RETIRING

John Sheridan, a Teamster official for 27 years, is retiring from the Western Conference of Teamsters.
Sheridan served as a business representative of Teamster Local 315 in Martinez, Calif., before becoming a WCT representative. For the past 17 years, he has been director of the WCT Automotive Trades Division.
Through the years, Sheridan also found time to serve on the Richmond, Calif., city council and as mayor of the city.

COLORADAN NAMED TO PROBE GROUP

Ed Toliver, coordinator for Teamster Joint Council 54 headquartered in Denver, recently was appointed to serve on a special task force committee investigating the necessity for maintaining the Rocky Mountain Arsenal in the Denver metropolitan area.
Toliver's appointment was made by Denver Mayor W. H. McNichols, Jr., in response to a request from Colorado Gov. Richard Lamm for creation of the committee.

NEW YORK OFFICER RETIRES FROM POST

Frank Harvey has retired as secretary-treasurer of Teamster Local 649 in Falconer, N.Y. and 300 friends and colleagues gave him a testimonial banquet in honor of the occasion.
Harvey first joined the local union in 1944 as a milk driver and became a business agent six years later.
He held numerous offices in various trade councils through the years and was equally active in civic affairs.

NEW YORK PIONEER TAKEN BY DEATH

Carmen J. Citro, a pioneer in the New York trucking movement from 1936 on, died recently of amyotrophic lateral sclerosis. He was vice president of Teamster Local 182 in Utica, N.Y. Besides his local union work, Citro was the president of the New York State Teamsters Council construction division training program, and trustee of Local 182's welfare trust fund. He also was a member of the negotiating committee of the construction division.

EASTERN RETIREE DIES IN BOSTON

Edward J. Jenkins, former president of Teamster Local 25 in Boston, Mass., and a member of the union for 40 years, died recently in South Boston.
Jenkins retired in 1972 after working nearly a half century as a driver for trailer trucks delivering huge rolls of newsprint for the Boston Herald Traveler daily newspaper. In later years, Jenkins piloted a forklift. Jenkins served several terms as a trustee of Local 25 and one term as a business agent. He served two terms as president beginning in 1951.

OREGON OFFICER TAKES RETIREMENT

Robert Shaw has retired as secretary-treasurer of Teamster Local 962 in Medford, Ore., after holding the office since 1951.
Shaw went to work as an organizer for the Western Conference in 1947. He served more than 20 years as a trustee of Teamster Joint Council 37.
In addition, he served on the Western Conference policy committee and was a trustee on the Teamsters Western Negotiated Pension Trust.

RETIRED OFFICER DIES IN BALTIMORE

J. Russell Soulsby, who retired last year to end a Teamster career of nearly 40 years, died recently.
Soulsby joined Teamster Local 557 of Baltimore, Md., in 1936. He served in various local union offices through the years, becoming a business agent in 1966, a job he held until retirement.

TEAMSTER'S TOY GUN DISTURBS BURGLARS

Paul Stockbridge, a 13-year member of Teamster Local 25 in Boston, Mass., used a toy gun to break up a burglary attempt in the apartment house where he lived.
Stockbridge was walking his two dogs when he glanced into an open window of the apartment building. He saw two men and a woman sawing locks at the door of a storage cellar where Christmas gifts were stored.
The Teamster went quickly to his apartment upstairs and had his wife, Josephine, telephone the police. Stockbridge, meanwhile, grabbed a toy pistol and went down to the cellar where he confronted the burglars.
One of the culprits fled with a package but the other two remained transfixed by the "weapon" until police arrived.
Stockbridge received a commendation from the police for his action.

IOWA RETIREES GET CLUB GOING

An organizational meeting in Cedar Rapids, Ia., recently resulted in the formation of the Teamster Local 238 Retirees Club.
Patrick O'Leary, president of the club, said it was organized at the suggestion of Teamster General President Frank E. Fitzsimmons when he attended a new building dedication dinner.
O'Leary said all local unions in Iowa are being encouraged to organize their Teamster retirees with the objective of political activity and social programs.

OBSERVATIONS OF THE GENERAL PRESIDENT



ONE OF THE most disturbing attitudes of the Ford Administration involves the cruel economic tests it puts to the question of public service jobs for those who want to work but for whom there are no jobs.

We are told creating jobs at government expense costs too much, that it will fan the fires of inflation; or, if the jobless will just be patient, the Administration's economic policies will eventually take care of the job problem.

Of course, none of the economic tests ever address the personal factor of the unemployment equation which is that the unemployed worker has an immediate problem. His need is now.

His basic nutritional and housing needs and those of his family exist today. He cannot trade them off against a future potential for a job and income. There is no way he can insulate his pride against the degrading effects of not being able to provide for himself and his family.

All of this was succinctly put recently by Jim Vance, correspondent on WRC-TV Channel 4, Washington, D.C. Vance said:

"People are not meant to be idle. Idleness withers and decays a man's mind and soul and douses whatever fires of ambition that may have once burned. In idleness, men's passions become base and the dominant force in their lives.

"The line of distinction between right and wrong gets fuzzy, and then disappears. Good and bad become indistinguishable. . . . Idleness drains men of hope and refills the empty cavity with despair and nothing good comes of that.

"Idleness is lonely. It rejoices in company . . . when more and more men are conscripted into its ranks, there develop pockets of anarchy, ghettos where the only law is no law, and where the only role is the oldest—survival. Full employment, we are told, is only an ideal—unattainable, and impractical, if not impossible.

"In his State of the Union address, our President said we can't do it. We can't give everybody a job. . . . And I know the tremor I felt on hearing that was Citizen Tom Paine rumbling, cursing and writhing in his grave."

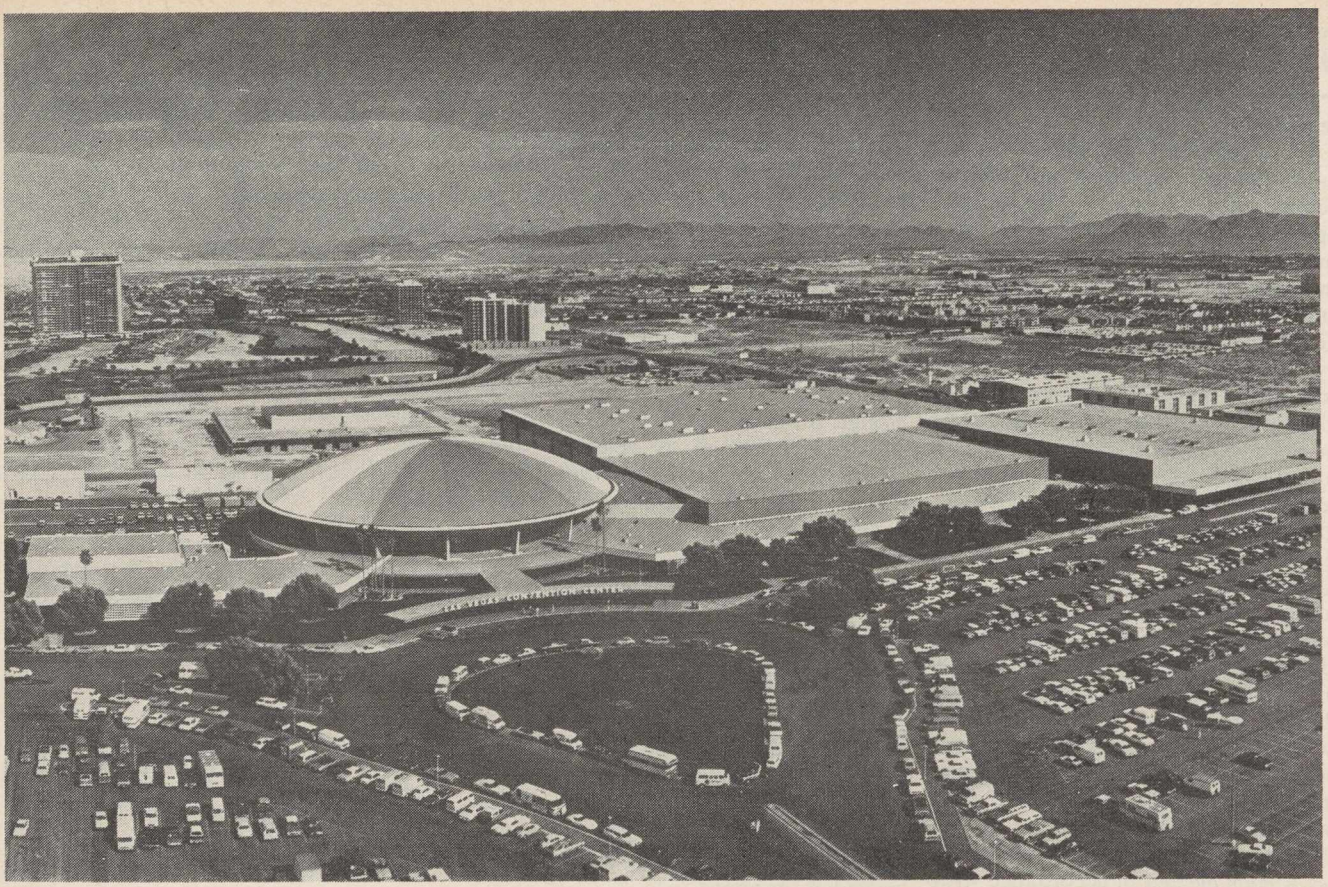
It is pretty easy these days when life has become so complicated to let one's principles and dedication become fuzzy and murky. But organized labor cannot lose sight of the fact that a job for a worker is what it is all about.

It also is pretty easy to fabricate arguments against public service jobs. But, there can be no argument that the well-being of the nation depends upon all of its citizens being part of the productive process.

Tom Paine may well have writhed in his grave, as Jim Vance suggested.

But, certainly, organized labor should be writhing, screaming and demanding until this nation adopts a program to put Americans back to work. We can settle for nothing else, for to do so is to abandon the nation's greatest need.

Frank C. Fitzsimmons



A view of the Las Vegas Convention Center, site of the International Brotherhood of Teamsters' 21st Convention.

In Las Vegas

Official Call Issued for 21st Teamsters' Union Convention

THE OFFICIAL call for the 21st Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America has been issued.

Local Unions, Joint Councils, State and Area Conferences and International Union officers received the call last month from General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.

The Convention will convene the morning of June 14, 1976 at the Las Vegas Convention Center, Las Vegas, Nevada.

Under the provisions of the Inter-National Union Constitution, the Convention is called "for the purpose of electing International Union officers; considering amendments to the International Union Constitution, and transacting such other business as the Convention may determine in accordance with Convention rules."

The Convention call was issued to 772 Local Unions, 48 Joint Councils, 9 State Conferences, 5 Area Conferences, and 68 International Union officers, general organizers and auditors, comprising a total delegate strength of 2,579.

The International Union constitution provides that each Local Union having 1,000 members or less is entitled to one delegate, and one delegate for each additional 750 members or majority fraction thereof. No delegate is entitled to more than one vote and no proxy votes are allowed.

Joint Councils, State and Area Conferences are entitled to one delegate each.

In accordance with Article III, Section 3(a) except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated and in good standing for a total of six (6) months prior to the opening of the Convention.

(b) No Local Union is entitled to representation in the Convention which at the time of the call of the Convention is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which the Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least

three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. If the circumstances warrant, the General Executive Board may waive any of these requirements.

(c) The General Executive Board may grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly an independent Local Union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, or was chartered as a result of split-off or merger.

In a letter to all affiliates entitled to Convention delegates, Fitzsimmons and Schoessling pointed out that the following provisions of Article III, Section 5, of the International Union constitution govern the selection or election of delegates and alternates:

Section 5(a)(1). All officers and Business Agents elected in accordance with Article XXII shall by virtue of such election be delegates to any International Convention which may take place during their term of office. If at the time of the receipt of the Convention Call it shall appear that such number of elected officers and/or elected Business Agents (if any) is less than the number of delegates which the Local Union will be entitled to at an International Convention, then arrangements shall be made for nomination and secret ballot election of an additional number of eligible members as Convention delegates.

The Local Union Executive Board shall determine in all instances how many alternate delegates shall be designated, and this determination shall not be subject to membership disapproval. Where the election of additional delegates and/or alternates is required in the application of the above provisions, said alternates shall be separately nominated and elected and no eligible member shall be nominated for both delegate and alternate.

To the extent that the Local Union sends additional delegates, they shall be selected in the descending order of the votes received, starting with the candidate receiving the highest number. The alternate receiving the highest number of votes shall be the first alternate and shall be entitled to substitute for any delegate unable to attend the Convention; the alternate receiving the second highest number of votes shall be the second alternate and so forth.

(2) If the total number of officers and elected Business Agents (if any) is greater than the number which the Local Union is permitted to send to the Convention, then the Local Union Executive Board shall designate from among such elected officers and elected Business Agents (if any) those who are to attend as delegates and alternates, and this designation shall not be subject to membership disapproval.

(b) The designation of Convention delegates by the Local Union Executive Board as provided in Section 5(a) shall be made during the period from the receipt by the Local Union of the Convention Call up to the thirtieth (30th) day preceding the first day of the Convention. In the event of disability of a delegate to attend the Convention, the Executive Board of the Local Union may designate a substitute from the alternate delegates provided for above.

(c) Each delegate or alternate must meet the same eligibility requirements as are imposed for election to Local Union office. This, however, must not be construed so as to bar the eligibility of salaried officers of Local Unions or officers of the International Union. All International officers, organizers, and auditors who have worked continuously for one (1) year or more shall be entitled to all the privileges of regularly credentialed delegates, but shall not be permitted to vote for officers unless they have been elected by secret ballot, or unless they are permitted by law to do so; provided that this shall not be construed to make eligible for International office any organizer or auditor who is not otherwise eligible through having worked within the jurisdiction for such a length of time as to have made him eligible for International office as provided in this constitution.

(d) All secret ballot elections required by this section shall be in compliance with applicable law relating to the nomination and election of Local Union officers.

(e) Joint Councils and State and Area Conferences are entitled to one (1) delegate each, to be selected by the Executive Board of the Joint Council or Policy Committee of the Conference from officers elected by secret ballot as provided in Article III, Section 5(a).

If your Local Union is entitled to fewer delegates than it has officers and elected Business Agents, the Local Union Executive Board at a regular or special Executive Board meeting must select from among the elected officers and elected Business Agents those who will attend the Convention as delegates and alternates. Please note that an officer or elected Business Agent will be eligible to attend the Convention as a delegate under this procedure if within the past three (3) years he has been *elected by secret ballot* to serve in one office or the position of elected Business Agent but has been subsequently appointed to fill another office or the position of elected Business Agent for its unexpired term. However, where a member has not been elected by secret ballot to any office but has been appointed to fill a vacant office or the position of elected Business Agent for its unexpired term, he may serve as a delegate or alternate but may not vote for International Union officers unless he is nominated and elected by secret ballot as a delegate in accordance with the procedures set forth below.

If the election of additional delegates and/or alternates is required in accordance with the above-quoted provisions of Article III, Section 5(a)(1) of the International Constitution, or by reason of the situation discussed in the last two sentences, the nominations and election must be conducted in compliance with the applicable provisions of Title IV of the Landrum-Griffin Act, Article XXII of the International Constitution, and Local Union Bylaws relating to the nomination and election of Local Union officers.

A Local Union which is in trusteeship may be represented at the Convention by delegates only if at this time separate nominations and secret ballot elections are conducted to select the delegates to which the Local Union is entitled.

If you are entitled to more delegates than your Local Union has elected officers and elected Business Agents it will be necessary, among other things, for your Local Union to mail a notice of nominations and election of such additional delegates to each member.

Please note that the date of the election must be at least thirty (30) days after the date of the nomination meeting.

A legible copy of each delegate's

Local Union ledger card showing his or her record of dues payment must be sent to the General Secretary-Treasurer with the original of his or her credential for the purpose of confirming his or her good standing status before the delegate can be certified.

Note also that pursuant to Article III, Section 6(b) of the International Constitution, all credentials and ledger cards must be received in the office of the General Secretary-Treasurer thirty (30) days prior to the opening of the Convention, that is, no later than May 14, 1976.

In view of this timetable, the latest date upon which you should have a nomination meeting is April 7, 1976, and the latest date upon which you should have your election is May 7, 1976. To avoid problems which may arise because of delays in the mail, please do not wait until the last day in meeting these time schedules.

If at the nomination meeting nominees are unopposed there is no need to conduct an election. Instead the unopposed nominees should be declared duly elected at the nomination meeting.

Please note that at the Convention each delegate must present to the Credentials Committee his or her credential, properly signed by the president or the secretary-treasurer of his or her organization, or, if both are unavailable, by any elected officer. In addition, each delegate must present to the Credentials Committee at the Convention his or her Membership Identification Card and paid up dues receipt or a stamped paid up Membership Dues Book establishing that he or she is a member in good standing and therefore entitled to a seat at the Convention.

Widow Pens Letter To Fitzsimmons

Dear Mr. Fitzsimmons:

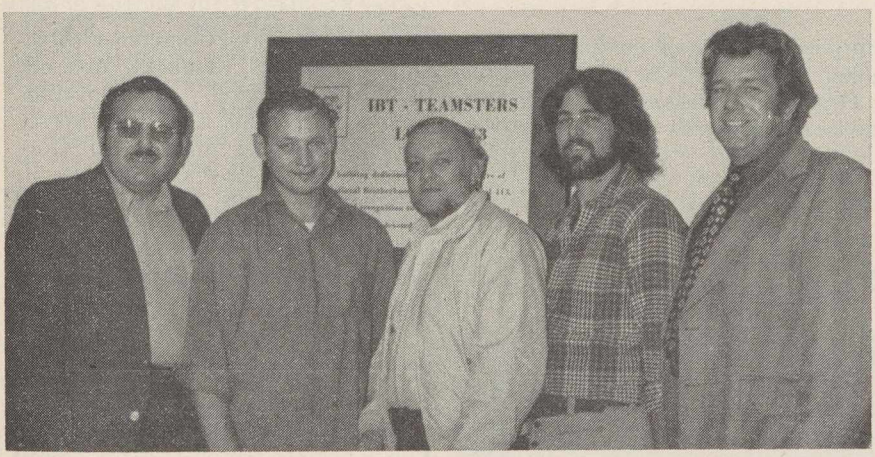
I wish to thank Teamster Local 600 in St. Louis, Mo., Gateway Transportation Co., Inc., of LaCrosse, Wis., and Pic-Walsh Freight Co., of St. Louis in behalf of my husband, Earl F. Perry of Edwardsville, Ill., for the pension that he received since his retirement in April, 1975.

Earl passed away recently of an acute heart attack at our home. I also wish to thank the entire Teamster industry for the fine benefits that are provided for the over-the-road drivers and their families.

Sincerely,
Mrs. Earl F. Perry,
Edwardsville, Ill.

Freight Win

Sweet Organizing Victory Scored by Local in Ohio



Here's the negotiating committee for the new Teamster bargaining unit at Nugent Service, Inc., an Ohio freight firm aligned with Sears-Roebuck (left to right): Bill Camboni, Local 413 business agent; Jim Knapp, Bill Frick and Rodney Booth of the plant committee, and David Mango, Local 413 business agent and organizer.

TEAMSTER Local 413 tromped the Brotherhood of Railway Clerks in a representation election victory recently at Nugent Service, Inc., a Columbus, O., company which handles freight for Sears, Roebuck and Co.

David Mango and Bill Camboni, Local 413 business agents, said 167 dockworkers were eligible to vote in the election conducted by the National Labor Relations Board.

The tally was an overwhelming 113 votes for the Teamsters, four votes for the company, and the BRAC managed to collect three votes. Two ballots were challenged.

Mango, chief organizer for the campaign, said the victory at Nugent's was doubly sweet for a variety of reasons.

For example, virtually all the dockworkers voting in favor of the Teamsters were men who had been hired to replace workers fired after they had walked out in a wildcat strike at the Nugent plant last July while members of the BRAC.

Then, after they were hired, the new employees were told by the company of the "advantages" of joining the BRAC—and, Mango said, they were also told of the "possibility" of voting out unions at the plant altogether.

The men came to the Teamster affiliate to seek help and Local 413, at the direction of John Gordon, secretary-treasurer, commenced an 8-month organizing campaign.

When the BRAC saw the Teamster activity, the toothless union intervened in the election petition by challenging the Teamsters' "sufficiency of interest" among Nugent workers. Local 413 organizers, meanwhile, had signed up 90 per cent of the employees.

Following the election, both the old and new Teamsters were amused by the fact that the company's four votes were stronger than the BRAC's three votes.

● Office Win

Clerical workers employed by Mills/Crouch Freight Systems in Boston, Mass., voted unanimously for representation by Teamster Local 25 in a recent National Labor Relations Board election, according to Frank Hackett, Local 25 business agent.

General Organizer

Paul W. Priddy Dies at 61 From Heart Attack in Florida

Paul W. Priddy, International Union general organizer and for 29 years president of Teamster Local 89 in Louisville, Kentucky, died February 12, 1976.

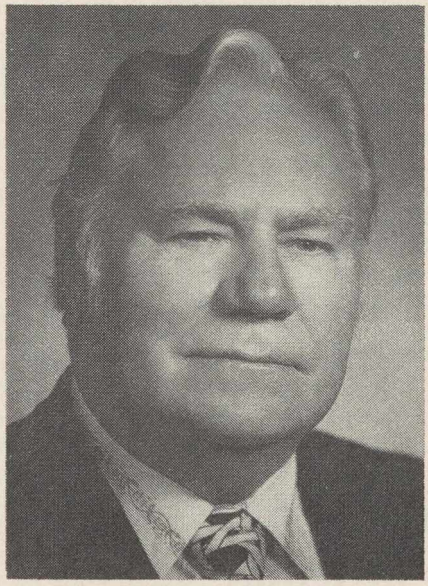
Priddy was returning from union meetings in Florida when he suffered an apparent heart seizure and died 40 minutes later in an Ocala, Florida, hospital.

The 61-year-old Priddy was elected president of Local 89 in December, 1946, only a few months after being discharged from the 102nd Infantry Division following World War II.

He had been reelected continuously since 1946 and was returned to office without opposition at the union's election in December, 1975.

He first became associated with Local 89 in 1937, when employed by Kroger Company; he became one of the first members of Local 89 founded that year by Teamster organizer Pat Ansboury.

He began his work life mixing and hauling mortar for a plasterer in Louisville after dropping out of the 8th grade because of the illness of his father.



Paul W. Priddy

During his presidency of Local 89, the local union grew from about 6,000 members to more than 17,000. Quickly, his leadership abilities were recognized throughout the International Union. He was president of Teamster Joint Council 94 and president of the Kentucky-West Virginia Conference of Teamsters.

He was a member of the Teamster National Freight Policy Committee and a member of the labor division of the National Automobile Transporters. He was a trustee of the Central States Drivers' Council.

Deeply involved in civic affairs, Priddy commanded statewide respect in Kentucky. He was a member of the Southern Baptist Theological Seminary Foundation Board of Directors, member of the Louisville and Jefferson County Riverport Authority, committee member of Otter Creek Park, and in recent years cochairman of Operation High Hopes, a fund-raising drive for Kentuckiana Children's Center. He was a member of the city-council Human Relations Commission.

More than 4,000 Kentucky citizens paid respects to Priddy at the funeral home and at the funeral services held at the Valley Station Baptist Church.

Among the dignitaries were Teamster General Secretary-Treasurer Ray Schoessling, Central Conference Director Roy Williams, Kentucky Governor Julian M. Carroll, Lt. Governor Thelma L. Stovall, Louisville Mayor Harvey I. Sloane, and former Governor A. B. 'Happy' Chandler.

Priddy was born in Louisville in 1914. He is survived by his wife, Eunice; five daughters, two sons, 18 grandchildren, 4 great-grandchildren, and two sisters.

NLRB Says:

Boss Makes All Possible Errors As Teamsters Organize Plant

AN employer who made just about every mistake that can be made while fighting unionization of his employees lost a National Labor Relations Board decision recently to Teamster Local 193 of Indianapolis, Ind.

The Board's ruling went against L. S. Ayres & Co., a division of Associated Dry Goods Corp.

The unfair labor practices occurred as Local 193 was conducting an organizing campaign among workers at Ayres' warehouse-service center. Among other indiscretions, the employer:

—Coercively interrogated workers about their union activities.

—Created the impression of surveillance of union meetings or card signing.

—Threatened discharge or other reprisals in connection with union activities.

—Offered wage increases—called "bribes" if committed elsewhere in the nation's economic system—if employees abandoned their support of the Teamster local union.

Occasionally, the 3-member Board panel was split on some of the details of the violations but the general conclusion spelled "guilt" overall for the erring boss.

Ayres and Co. was ordered by the Board to cease all the unfair labor practices.

$3,756 Backpay For Member In Cincinnati

Edwin Scudder, a member of Teamster Local 100 in Cincinnati, O., received a backpay check for $3,756 recently following an arbitration decision in his favor.

Odell Hinkle, Local 100 secretary-treasurer, said the union took the case to arbitration following Scudder's discharge by Blue Grass Provision Co., of Crescent Springs, Ky.

The decision reinstated Scudder to his job with full seniority and lost wages as well as making him good for about $900 in pension and health and welfare fund contributions.

Standards Needed

Fitz Urges Congress to Revamp Workmen's Compensation System

"THE WORKING men and women of this country deserve and are entitled to effective occupational safety and health and its counterpart, an adequate, prompt, and equitable system of workers' compensation," Teamster General President Frank E. Fitzsimmons told Congress recently.

Fitzsimmons, in a statement presented before the House Education and Labor Committee's subcommittee on manpower, compensation, health and safety, supported H.R. 9431, the National Workers Compensation Act of 1975. The legislation would establish uniform federal standards to govern all state workers' compensation programs, so that all American workers will receive the same minimum benefits.

The International Brotherhood of Teamsters is convinced, Fitzsimmons told the subcommittee, that based on the results of past directives to the states to upgrade the Workmen's Compensation Laws, that "compliance can only be achieved through the establishment of minimum Federal standards as provided by H.R. 9431."

"While we can see some more progress by some of the states" in the last year, Fitzsimmons said, "we can only conclude that after ten years since the Automation Commission's report (which studied this problem), six years since the National Commission on State Workmen's Compensation Laws was established—and over three and one-half years since its report, "that that is the only way compliance can be achieved."

Fitzsimmons criticized the existing programs especially for their "inadequate benefit levels and inequities in the area of permanent total disability."

"The National Commission three years ago recommended that the maximum benefit level on July 1, 1975 in a state should be 100 per cent of that state's average weekly wage," Fitzsimmons testified, citing just one recommendation made toward revamping the program. "Only 16 states met that standard," he told the subcommittee. "Only 17 states and D.C.—out of 51 jurisdictions—presently are in compliance" with standards based on 1973 average weekly wage scales, he added.

Fitzsimmons noted that in recent years federal legislation has been amended to allow longshoremen and government employees to receive total disability benefits far exceeding the nationwide average wage, but that by contrast, "present systems covering workers in 33 states" provide injured workers with a maximum benefit of less than 100 per cent of that state's average weekly wage, in some cases giving them a maximum benefit "below the poverty level in a time of rapid inflation."

"We have seen the problems faced by workers and their families who suffer injury or death in the course of their employment while traveling between the states or foreign countries," Fitzsimmons added. "H.R. 9431 will insure at least minimum adequate benefits to truck drivers, airline pilots, flight attendants, bargemen and all other workers who cross state lines in the pursuit of their employment."

Fitzsimmons told the subcommittee that while the Teamsters don't regard the bill as a panacea to all the problems of the state workmen's compensation laws, "the gains to the working men of this country that will be provided" by its enactment far outweigh its faults.

$11,000 Check



Mrs. Joseph Boyle, a widow of a member of Teamster Local 830 in Philadelphia, Pa., receives an $11,000 check from Gordon Grubb, secretary-treasurer of the local union, representing pension benefits due following the death of her husband.

In 1973, he said, according to the Bureau of Labor Statistics, in private industries alone, there were about 6.1 million recordable occupational injuries and illnesses, over 29.3 million workdays lost and 5,700 work-related deaths.

"The states have had more than enough time to enact, as the Congress stated in 1970: 'an adequate, prompt and equitable system of workers' compensation,' and have failed. The International Brotherhood of Teamsters strongly urges this Committee to enact H.R. 9431," Fitzsimmons concluded.

Jersey Retirees



Members of Teamster Local 560 in Union City, N.J., who retired recently from jobs at Maislin Transport are shown at a retirement banquet in their honor (left to right): Mike Wassler, Joe Girela, Pete Lella, Ray Bourbon, James Depiro, Louis Orfice, Joe Prospero, shop steward, Bob Luizzi, business agent, Kenny Dyerson, Ralph Gater, Angelo Perna and Danny Conway.

2-Million Milers



Robert Peterson (left) and Albert Clary, Teamster drivers for more than 25 years, have been admitted to the National Safety Council's exclusive "Two Million Mile Club" of drivers who have traveled that far without accident. Both are members of Teamster Local 223 in Portland, Ore., and are employed by Convoy Co.

United Way Thanks Fitz For IBT's Aid

Frank E. Fitzsimmons,
General President
Teamsters Union

Dear Mr. Fitzsimmons:

This letter brings to you a warm expression of thanks and gratitude from the Board of Governors of the United Way of America for taking time, out of what I know is a busy schedule, to endorse our 1975 Fall campaign.

Over $800,000,000 has been reported to date, and while campaign reports will continue to come in for the next few months, we do expect United Way results to exceed one billion dollars for the first time and increase approximately 4.5 per cent. As you know, this is half the current rate of inflation. However, given this year's difficult economic climate, we are proud of the 20 million volunteers who continue to demonstrate the staying power of voluntarism.

Mr. Fitzsimmons, we appreciate the generous response and participation of your members and are indeed very grateful for the continued support of the International Brotherhood of Teamsters. This is particularly true during these difficult times when your members have demonstrated once again their spirit and compassion.

As Chairman of the Board of United Way of America and on behalf of the 34 million families and the 37,000 local agencies who we are able to serve because of your support, we say: "Thanks to you, it works for all of us."

Cordially,
C. Peter McColough
Chairman, United Way

Anti-Union Front

Federal Judge's Decision Hits National RTW Group

THE National Right-to-Work Committee suffered a severe blow recently when a federal judge ruled its legal arm is nothing more than a front for anti-union employers.

The decision was issued in Washington, D.C., by U.S. District Judge Charles Richey.

He ruled that the RTW legal arm, billed as the National Right-to-Work Legal Defense Foundation, was in violation of the Landrum-Griffin law because it was financed in large part by employers whose workers are union members or potential union members.

Landrum-Griffin prohibits an interested employer from financing a union member's suit against his union.

RTW's legal arm has been backing more than 75 such suits across the nation. Invariably, the court actions challenge what the RTW leadership views as "compulsory unionism"—the union shop.

Several international unions got together and filed suit against the foundation, demanding that the organization make public a list of its contributors.

Charges Upheld

Judge Richey issued his ruling because the foundation refused to bring its list out from under the rock. The jurist took the non-compliance as evidence that the union charges were true.

The National Right-to-Work Committee is better known among unionists as the "National Right-to-Work-for-Less-Committee."

It has been active since the 1950's. Most of the RTW policy has been a steady assault on state laws. Always, it has sought to prohibit the union shop in which a union can negotiate a contract that requires all workers to be members of the union.

There is a good economic reason for the RTW pattern of behavior. A recent Commerce Department survey showed that 16 of 19 states with RTW-favored open shop laws rank below the national average in per capita income.

Federal law permits states to enact their own statutes restricting union security agreements.

Underpayments

Employer Pay Gouging Booms in 1st Half '76

ILLEGAL underpayment of workers by gouging employers increased 19 per cent in the first half of fiscal 1976 compared with the same period a year earlier.

The Labor Department said more than $65 million in back wages was found due nearly 274,000 underpaid workers in the 6-month period. The figure compared with slightly more than $55 million owed 218,000 workers a year earlier.

Underpayments were discovered by investigators from the wage and hour division of the Labor Department's Employment Standards Administration.

Department officials were somewhat generous in assessing what they believed to be the reason for the gouging.

Bernard E. DeLury, Assistant Secretary of Labor, concluded that two increases in the minimum wage since May, 1974, had a significant impact on the growing number of violations—suggesting employer confusion.

DeLury added, "Because a third increase took effect January 1, 1976, this trend is likely to continue."

Fortunately, income restored to underpaid workers in the first half of fiscal 1975 was up even more sharply —37 per cent—with $37.5 million paid 211,000 workers compared with nearly $28 million for 173,000 workers the previous year.

The reason for the difference between amounts found due and amounts restored, according to the Labor Department, are twofold:

—Refusal of employers to pay back wages in cases considered unsuitable for litigation by the federal agency.

—A 2-year statute of limitations which limits recovery of back wages to two years prior to filing of a complaint against an employer.

Former Champ

Chicago Teamster to Manage U.S. Judo Team at Olympics

AMERICA's judo team entry in the 1976 Olympics at Montreal will be managed by a member of Teamster Local 705 in Chicago, Ill.

He is James J. Colgan, 10 times the national champion in the heavyweight division, who works as a driver for John A. Colby & Sons, a 100-year-old retail furniture dealer.

Colgan has a fifth degree black belt in judo. That means he's pretty good.

In Japanese, "judo" means "the gentle art." Originally known as ju-jutsu, it was practiced by monks in ancient China as a means of protection against robber bands. Japanese samurai marauders in China brought back the technique of weaponless self-defense. For a long time, ju-jutsu was a secretly taught art.

Colgan was an expert volleyball player when an ankle injury turned him in the direction of judo as suggested by his brother.

The Teamster went to a Chicago judo club. Although Colgan weighed 220 pounds, an adversary weighing less than 150 pounds handled him like a sack of flour and tossed him to the mat.

The demonstration convinced Colgan there was a lot to judo. He donned his white belt as a novice and advanced to the brown belt of three degrees. Upon completion of those exacting steps, he was awarded the black belt. There are nine degrees in the black belt, so he still has four to go to achieve the maximum skill possible.



IBT Vice President Louis F. Peick (right) extends good luck wishes to James J. Colgan, a member of Teamster Local 705 of Chicago, Ill., who will manage the United States Olympic judo team competing in Montreal next July. Colgan is a 10-time former national champion in the heavyweight division.

Starting in the early 1960's, Colgan won 10 state and national titles and eventually became president of the Chicago Black Belt Judo Club where he has taught champions.

As manager of the U.S. judo team, Colgan will lead a squad of six competitors to the Olympics. The finalists will be selected at trials in Los Angeles early in June where 42 judo specialists are slated to compete for the six slots after winning various divisions around the country.

Missouri Local Wins Struggle At Egg Firm

Teamster Local 610 of St. Louis, Mo., won recognition recently at Mississippi Valley Foods, Inc., an egg processor and distributor, following settlement of a lengthy strike by road and city drivers as well as inside plant workers.

Harland Horn, secretary-treasurer of Local 610, said the settlement was reached midway through a National Labor Relations Board hearing on charges filed against the company arising from the strike.

Horn said that in return for the union's dismissing the charge, Mississippi Valley Foods agreed to recognize the union and reinstate six drivers dismissed during the strike period.

The egg firm also agreed by memorandum to negotiate a contract that would include standard Teamster language providing wages, hours and job protection for the 35 members involved.

Celluloid Saga

A Texas Teamster Drives His Way Into Movie Role

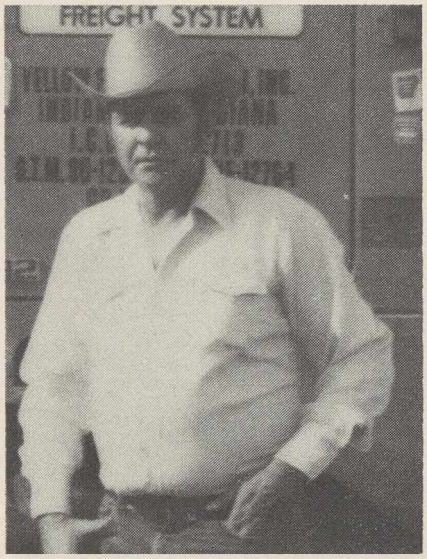
MOVIE stardom may be in the future for Charles Kilman, a member of Teamster Local 577 in Amarillo, Tex., as a result of his portrayal of a deputy sheriff in a new Roy Rogers movie.

Kilman literally drove his way into the role as a line driver for Yellow Freight System and found himself becoming an actor by accident.

The Teamster was looking for a place to park his rig on the set of "Mackintosh & T.J.," being produced with Rogers in a starring role, when the director decided suddenly that the truck driver looked and talked more like a Texas deputy should than did the actor hired for the role.

Kilman was asked to take a try at a jail scene. Without benefit of a script, Kilman was directed to make up his own lines and "eat T.J. out like he was one of your own kids"—T.J. being a youthful character in the movie.

The Teamster performed and did so well that in a few moments he not only was a line driver but also an actor in a movie with a famous cowboy singing star who made 88 movies before retiring 20 years ago.



Teamster Charles Kilman, perhaps on his way to a movie career, stands by his rig which he drives for Yellow Freight System.

Film clips show Kilman, despite his nervousness in the new work, coming across as a rough-tough deputy sheriff who knows how to ride herd on kids.

$20,000 Backpay



Laverne Shilts (center), a member of Teamster Local 662 in Eau Claire, Wis., receives a $20,000 backpay check from James Novacek (left) and Milton Veleke, president and secretary-treasurer respectively of the union. The backpay followed successful conclusion of a National Labor Relations Board complaint against Shilts' employer, Lamont's Service, Inc., of Abbotsford, Wis.

3 Elections Won by Local In California

More than 100 new members have been gained by Teamster Local 495 of Los Angeles, Calif., as a result of three representation elections in recent weeks.

Karl Ullman, Local 495 secretary-treasurer, said victories in ballots conducted by the National Labor Relations Board were scored at: Montgomery Ward & Co., retail auto sales and service, Hawthorne Brake Co., and Pathfinder Equipment Co., Inc.

Fifty-seven salesmen, mechanics, servicemen and installers were eligible to vote in the Montgomery Ward election. The count was 31 to 18 for Local 495.

At Hawthorne, a manufacturer of brake lining, some 53 production and maintenance workers as well as truck drivers and shipping and receiving clerks were eligible to vote. The result was 29 to 16 in favor of the union.

Eight installers and warehousemen were eligible to vote at Pathfinder, an automotive firm, and all voted. The tally was 5 to 3 for the union.

Boss Mum — IBT Local Wins Decision

Teamster Local 693 of Binghamton, N.Y., won the National Labor Relations Board ruling recently when the employer, Nestor Bros., Inc., of Vestal, N.Y., failed to file an answer to the union's complaint.

Nestor Bros., was ordered by the Board to cease unlawfully refusing to bargain with Local 693, also to cease unilaterally discontinuing use of union members and subcontracting work without prior bargaining with the local union, certified representative of the company's truck drivers, dockmen and warehousemen.

Nestor Bros., was further ordered to cease discriminatorily terminating employees and restraining or coercing employees in the exercise of their rights under the law.

Finally, the company was ordered to bargain with the Teamster affiliate upon request as well as offer discharged workers full reinstatement and backpay for losses suffered by discriminatory firings.

City'n'County

Deputy Sheriffs Go Teamster In San Francisco Balloting

DEPUTY SHERIFFS of the City and County of San Francisco, Calif., overwhelmingly voted for representation by Teamster Local 860 in a ballot conducted recently by the California Conciliation Service.

Mark O'Reilly, secretary-treasurer of Local 860, said the 250 deputies voted nearly 9-to-1 in favor of Teamster affiliation.

It was the first time the deputy sheriffs had been given the opportunity to vote for union representation, according to O'Reilly, although the right had been given other city and county employees.

Local 860 will represent the officers for bargaining and grievance purposes before the San Francisco Municipal Employees Relations Panel.

O'Reilly said the landslide victory proved the desire of the deputies for union affiliation contrary to critics who, in the past, tried to put down the wishes of the officers.

O'Reilly credited the organizing success to Bob Paterson, Local 860 business representative, "who worked so hard with the deputies to bring it all about."

Paterson, in turn, lauded the leadership provided by four of the deputy sheriffs—Dan Parish, John Courtney, Dan Flynn and Frank Hutchins.

Pharmacists Go Teamster In Nevada

Registered pharmacists employed by the Thrifty Drug Store chain in Las Vegas, Nev., recently voted overwhelmingly for representation by Teamster Local 995.

R. S. Thomas, secretary-treasurer of Local 995, said the Thrifty Drug pharmacists voted 12 to 2 for the Teamsters in the ballot conducted by the National Labor Relations Board.

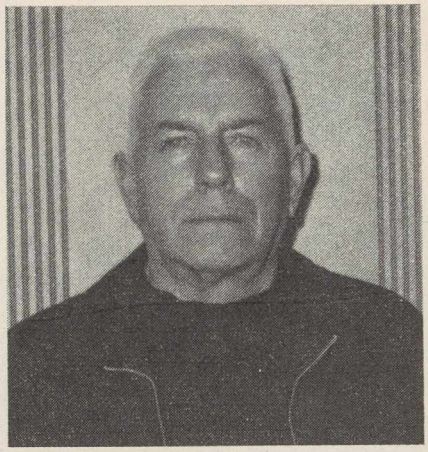
Thomas said the local union already represents pharmacists employed at two other drugstore chains in Las Vegas—Wonder World and Grant Central—as the Teamster affiliate has been actively organizing in the pharmacy field.

J. C. 17 Retirees



Four former executive board members of Teamster Joint Council 17 in Rochester, N.Y., retired recently and are shown at a recent get-together (left to right): Nicholas Giacobbe of Local 398, Kelly Piazza of Local 118, Saverio Ignatti of Local 118 and Andrew Villareale of Local 791. Together, the foursome's Teamster membership totals 142 years.

Retiree



George Dumeny, a member of Teamster Local 340 in South Portland, Me., retired recently after a career of driving 29 years. He once was named "driver of the year" by the Maine Trucking Operators Association.

Bargaining Bill Is Needed, AGC Decides

Immediately following W. J. Usery's confirmation as Secretary of Labor last month, he received an unusual bid from the Associated General Contractors of America. It seems the contractors group wanted him to "resume the meetings of the Collective Bargaining Committee in Construction."

In a letter to Usery, AGC President John Matich asked that the committee begin "drafting new, comprehensive collective bargaining legislation for the construction industry.

"Such legislation is badly needed, is long overdue and the Collective Bargaining Committee in Construction is the best possible vehicle for its development," Matich said.

The committee to which he refers is the same advisory group from which all eight labor members, including IBT General President Frank E. Fitzsimmons, resigned recently. The Committee has not met since organized labor walked out in January to protest Ford's announcement that he would veto the situs picketing bill.

Not only is it inconceivable how such legislation could be formulated without labor's participation, but it's also a bit ironic that the AGC should make such a statement so shortly after the veto of a bill designed to do just that, especially since Matich's group aided in the efforts to get it killed.

Scholarship



Mary Buckley, widow of Bernie Buckley, late president of Teamster Local 995 in Las Vegas, Nev., presents a scholarship to Chub Drakulich, University of Nevada in Las Vegas golfing coach, made possible by a Buckley memorial golf tourney. Looking on are Buckley sons Sean, Kevin and Mike, also R. S. Thomas, secretary-treasurer of Local 995.

Firings

Curious Decision Rendered By NLRB in Teamster Case

TEAMSTER Local 59 of New Bedford, Mass., won the nod in a curious ruling by the National Labor Relations Board recently in a discharge case.

A majority of the Board panel disagreed with the findings of the administrative law judge who had found that the layoff of six workers by Sharkey's Tire & Rubber Co., Inc., was an attempt to discourage activities for Local 59.

However, the panel as a whole agreed that Raymond and Thomas Nunes were discriminatorily selected and discharged by the company because of their union activities.

The reason for what appeared to be a discrepancy in the decision was that, as the Board majority said, "the general counsel had not sustained his burden of proving that the overall selections for layoff were discriminatorily motivated."

As for the Nunes brothers, the Board determined that they were told their layoff was temporary when in fact the employer did not intend to recall them. Moreover, the Nunes brothers were not selected on the basis of seniority, as were the other employees laid off, and were not recalled when jobs for which they were qualified became available.

In addition, the Board majority agreed with the administrative law judge that Sharkey's Tire & Rubber violated the law when, after the union had been certified, it unilaterally granted a 25-cent wage hike to two employees.

The upshot was that Sharkey's was ordered by the Board to cease the conduct found unlawful and to offer the Nunes brothers reimbursement for losses.

● Two Units Won

Two separate bargaining units were won by Teamster Local 377 in Youngstown, O., in a recent representation election held at Servomation Corp., of Warren, O.

Fred Noday, vice president of Local 377, said office workers and commissary workers voted in separate ballots conducted by the National Labor Relations Board. The units totaled 23 workers.

Fitzsimmons Reelected MDA Veep

General President Frank E. Fitzsimmons was reelected a national vice president of the Muscular Dystrophy Assn., Inc., at its annual meeting held recently in New York City.

Robert Ross, executive director of MDA, informed Fitzsimmons of his reelection to the post which he has held several years.

Zarb Warns Against Energy Complacency

Energy chief Frank Zarb warned last month that the American people are becoming apathetic about solving energy problems because they do not realize reduced gasoline prices and a relative abundance of natural gas are only temporary.

"It is clear to me that there is some slacking of interest in achieving our energy independence goals as time goes on," Zarb said. "The fact is, we still have an energy crisis of substantial size."

Zarb said passage of America's first national energy plan in December put the United States about half way toward its goal of energy independence by 1985.

Zarb added that legislation in three areas—commercial oil and gas production from the naval petroleum reserves, tax and other incentives for insulating homes, and the deregulation of natural gas prices—urgently are needed to achieve the other half of the goal.

Zarb repeated his opposition to a House bill that would increase rather than decrease the amount of gas price regulation. The bill being considered for the first time would extend controls to major producers selling gas within their own states, and would free smaller producers from price controls to encourage greater exploration.

Zarb said President Ford would veto the measure if the Senate accepted it. Ford wants total deregulation, in his drive for national energy self-sufficiency.

Teamster Strength

Nurses Gain Strong Contract At New York City Hospital

NURSES belonging to Teamster Local 803 in New York City recently wrapped up a strong agreement with their employer, Hillcrest General Hospital.

William Hagner, Local 803 president, said that besides substantial wage increases the contract also provided for cost-of-living language as well as night differentials. The agreement goes to Jan. 19, 1977. Among other gains were:

—Longevity of $5 a week for each year up to 10 years and then an increase to $10 a week.

—On call pay along with educational and specialty differential pay.

—Uniform allowances.

—Thirteen holidays a year.

—Four weeks' annual vacation and five weeks after five years on the job.

—Sick time of 15 days a year.

—Medical benefits and life insurance.

—A pension plan with the employer contributing 35 cents per hour worked.

—A 35-hour work week with one free meal daily.

—Jury duty, family death, leave of absence and numerous other items.



William Hagner, Teamster Local 803 president, is shown as he signs an agreement covering nurses employed at Hillcrest General Hospital in New York City. Committee members include (left to right): Charlene Doak, Veronica Chin, Muriel Harris.

● Study Result

Studies conducted by the Labor Department indicate that learning ability does not decline significantly with age and that the ability to learn at ages 50 and 60 is about equal to that at age 16.

Cement Flag



Admiring the bicentennial flag paint job on trucks of the Clawson Concrete Co., which has a contract with Teamster Local 247 of Detroit, Mich., are (left to right): George Kirchner, Local 247 president; John MacKinnon and Martin Frasard, drivers, and Donald W. Kinderman, company official.

Illinois Local Wins Decision Before NLRB

Oldfield Tire Sales of Vandalia, Ill., violated the law by refusing to bargain in good faith with Teamster Local 50 of Belleville, Ill., according to a recent decision by the National Labor Relations Board.

The Board found that the company also committed numerous independent acts of restraint and coercion of employees both before and after Local 50 was certified as representative of all servicemen working for the company.

While the employer was bargaining with the union, said the Board, it simultaneously was attempting to destroy the union's majority and undermine its representative status.

Oldfield Tire Sales was ordered by the Board to cease the illegal activity and bargain with the Teamster affiliate upon request.

Massachusetts Policemen Go Teamster

By a majority of nearly 3 to 1, patrolmen in the Auburn, Mass., police department recently voted for representation by Teamster Local 170 of Worcester, Mass.

George Valery, Local 170 business representative, said all 18 officers eligible to vote cast ballots in the election conducted by the Massachusetts Labor Relations Commission.

Thirteen patrolmen voted Teamster, three voted to remain with the independent Auburn Police Association, one officer balloted "no union," and another vote was challenged.

There was an amusing postscript to the election, indicating at least part of the reason why the officers so overwhelmingly favored Teamster representation.

The executive secretary to Auburn's selectmen, willing to disregard the results of the democratic vote as well as show ignorance of the election's legality, declared *after* the vote that the ousted Auburn Police Association would continue to represent the patrolmen in negotiations.

Local 170 officials did not agree. Neither did the state labor commission.

Poverty Profile

Church Group Documents 40 Million Poor in U.S.

A NEW REPORT documenting the existence of 40 million poor people in the United States has been published by the Campaign for Human Development (CHD), the education/action program of the Catholic Church in the U.S.

The report, "Poverty Profile 1975," is an 80-page revised edition of a similar study produced in 1972. It explains several methods of determining a poverty standard and concludes that the federal government's method is least acceptable.

By government measurements of poverty, only 24.3 million Americans are currently considered poor because they lack some or all of the basic necessities of life.

CHD, in supporting its estimate of 40 million poor, presents a concise summary of poverty facts and figures, discusses attitudes which shape—and react against—social programs that address poverty in the U.S., and examines existing government and business policies which it finds are not adequate to eliminate poverty.

While food, clothing, adequate shelter and medical care are considered the basics of family well-being, CHD believes the government standard fails to allow for sufficient income to meet realistic food, shelter and other costs.

CHD's study takes a good look at the federal food stamp and school lunch programs, hunger and malnutrition in America, welfare rights, housing, the causes of poverty and racial-ethnic-geographic-age distributions of poverty.

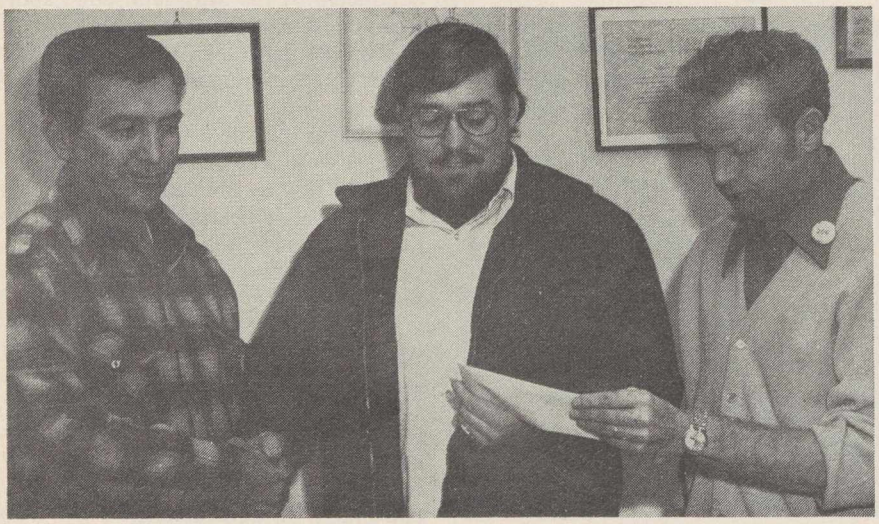
The profile also studies some of the welfare "myths" inspired by right-wingers, for instance, that some people "get rich" on welfare, that welfare recipients are "lazy loafers," or that welfare recipients "cheat."

"Poverty Profile 1975" is available for $1 from: The Campaign for Human Development, 1312 Massachusetts Ave., N.W., Washington, D.C. 20005.

● In New York

Fifteen employees of Portvill Ax & Handle Co., voted for representation by Teamster Local 649 of Falconer, N.Y., and already have ratified their first contract, according to Wayne Woodhead, Local 649 business agent.

$10,000 Backpay



Larry Coppom (center), a member of Teamster Local 206 in Portland, Ore., receives a 10,000 backpay check from Bruce Wilson (right), Local 206 secretary-treasurer, and P. L. Martin, business agent. An arbitrator returned Coppom to his job at United Grocers, Inc., where he had been fired on a charge of "recklessness."

Teamster Runs For Governor In Illinois

Michael J. Howlett, a member of Teamster Local 717 in Chicago, Ill., is the labor-endorsed candidate for governor of Illinois in the Democratic primary election scheduled March 16th.

Howlett has been in public office for



Michael J. Howlett

16 years, first as state auditor and currently as secretary of state.

He has been endorsed by "Teamster Volunteers in Politics," the political action arm of Teamster Joint Council 25 in Chicago, as well as other unions comprising the Labor Committee.

Ray Schoessling, General Secretary-Treasurer of the International Brotherhood of Teamsters, has been serving as co-chairman of the Labor Committee for Howlett. Among the committee members is Louis F. Peick, IBT Vice President, who also is president of Joint Council 25.

● In Connecticut

Employees of The Standard Auto Equipment Co., and Saeco Automotive Warehouses, Inc., of Stamford, Conn., voted for representation by Teamster Local 1040 of Bridgeport, Conn., in a recent National Labor Relations Board ballot.

Wilbur Finn, Local 1040 secretary-treasurer, said 22 truck drivers, countermen, warehousemen and shipping and receiving clerks were eligible to vote. The count was 14 to 6 in favor of the union.

Rehabilitation

Teamster Agent Succeeds In Setting Up New Program

THREE years' work by Ray Deitz, a business agent for Teamster Local 760 in Yakima, Wash., has resulted in putting 40 handicapped and retarded people into useful labor as members of the workforce.

R. G. Hayes, executive director of the Pre-Vocational Training Center at Spokane, Wash., wrote Teamster General President Frank E. Fitzsimmons a letter recently explaining the achievement of Deitz. In part, the letter read:

"Not too long ago, you made a plea to the members of your organization that the union must improve its image to the public. I think this is an admirable thought.

"In this line, I would like to tell you about a wonderful example of just that happening within one of your local unions, Teamster Local 760 in the Columbia Basin area.

"Ray Deitz, union representative in that area, has been working for three years to bring together a cooperative program of union, industry and the rehabilitation system of the State of Washington. Thanks to his persistence, this is now a reality.

"Forty handicapped and retarded people have been taken off the tax rolls and placed in full competitive employment. Transportation, housing and full success follow-up are provided by the Department of Vocational Rehabilitation.

"Seven factories in the photo industry are satisfying their affirmative action obligations. Forty excellent employees are now, or soon will be, union members within two months of their employment. Turnover and employee problems are running less than two per cent, compared with 30 per cent for this industry in general.

"The Division of Vocational Rehabilitation is happy. Industry is happy. The handicapped and retarded are for the first time able to compete and live in a normal way.

"This is a unique and beautiful project," Hayes concluded, "and I think it deserves a little recognition for your union and especially for Mr. Deitz. . . ."

Cash Register Engineers Vote Teamster

Teamster Local 111 of the Communications Trade Division in New York City won an outstanding representation election victory recently among 188 service engineers employed by National Cash Register.

Joseph Selly, director of the division, credited the organizing victory to Dan Kane, president, and Tony Basileo, secretary-treasurer of Local 111, as well as the union's entire executive board.

The service engineers maintain National Cash Register equipment in the New York City area.

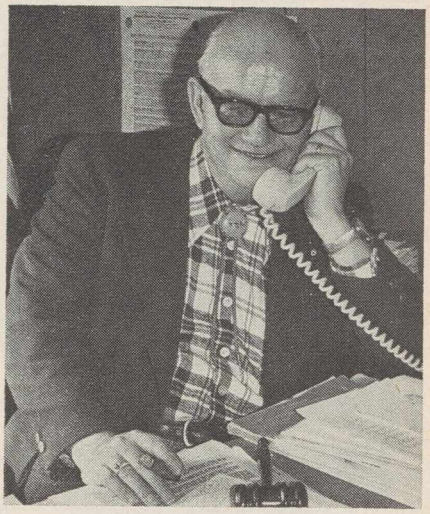
Selly said the victory climaxed a 2-year campaign to overcome the company's bitter resistance. The election win was the second ballot; the company prevailed in a vote a year ago when a rival union succeeded in splitting the engineers.

Gavel Passed



Elvin E. Hughes (left), retiring as president of the Illinois Conference of Teamsters for 28 years, hands the gavel over to the new prexy, Bill Bounds, president of Teamster Local 26 in Danville, Ill. Hughes served as a leader of Teamster Local 371 in Rock Island, Ill., for 37 years. Bounds has been a Teamster 33 years.

Prexy Retires



F. L. Alexander retired recently as president of Teamster Local 564 in Meadville, Pa., after four decades of service to the local union of which he was a charter member in 1937. Alexander served in various offices until 1946 when he was elected president and re-elected regularly through the years.

● Carolina Win

Terminal office employees of Hemingway Transport, Inc., at Charlotte, N.C., voted 7-to-2 in favor of representation by Teamster Local 71 in a recent National Labor Relations Board election, according to W. C. Barbee, president of the local union.

● Maids Join

Maids employed by Rochester Investment Corp., which provides sleeping quarters for over-the-road drivers working for Yellow Freight and going through Baxter Springs, Ark., voted unanimously for representation by Teamster Local 823 of Joplin, Mo., in a recent National Labor Relations Board election, according to William Kitts, president of the local union.

● In Pennsylvania

Truck drivers, mechanics, batchmen and yardmen employed by Walter W. Ziegler's Sons, Inc., a ready-made concrete and mix firm in York, Pa., voted unanimously for representation by Teamster Local 430 in a recent National Labor Relations Board election, according to Charles Stambaugh, Jr., secretary-treasurer of the local union.

DOT Dispute

Do Trucks Take A Free Highway Ride Subsidized by Other Drivers?

THE NATION's trucking industry already pays more than its fair share of the burden for the interstate highway system, the American Trucking Associations Inc. (ATA) said recently, countering Transportation Department (DOT) recommendations that truck highway user taxes should be increased.

ATA sent Transportation Secretary William T. Coleman a highway user tax study last month which shows that motor carriers pay their share, and more, of highway costs.

The study refutes both a DOT study and allegations made by the U.S. Railway Association that heavy trucks use the nation's highway system while being subsidized by other motor vehicles.

The tax increase proposed by Coleman was DOT's latest idea on how to "promote competition between various transportation modes."

After studying DOT's recommendations, ATA concluded that the government relied on findings which were "incomplete and biased against heavy trucks," when it formulated its proposals.

An extensive eight-year study, undertaken by the U.S. Bureau of Public Roads, was adopted by Congress in 1965, ATA pointed out. That study showed conclusively that heavy trucks fully carried their responsibility of federal highway costs through special taxes.

Yet, DOT apparently chose to base its recommendations on a subsequent (1969) study by the Federal Highway Administration which was never even submitted to Congress.

"Had the 1969 study taken into consideration all of the criteria used in the comprehensive, eight year study published by the U.S. Bureau of Public Roads in 1965, its conclusions would be entirely different," ATA Chairman Lee Sollenbarger told Coleman.

ATA's study noted that when the Highway Trust Fund was established in 1956, an intricate system of motor fuel and equipment surcharges was instituted so that highway users would be taxed proportionately based on highway use and actual highway maintenance costs.

Trucks were required to pay the same taxes as all other motor vehicle operators, but then were levied a special 8 per cent excise tax on parts and accessories, a 10 per cent tax on new trucks and truck trailers over 10,000 pounds gross vehicle weight, and a special federal use tax on trucks having a GVW of more than 26,000 pounds, the study found.

Since then, the trend has been that the heavy truck portion of highway user taxes has continued to increase.

While the average car owner paid $30 into the Highway Trust Fund in 1974, ATA statistics showed, the owner of a five-axle tractor semitrailer paid $1,248.

The ATA study showed that trucks paid $75.8 billion in federal and state highway user taxes in the years 1957 through 1974 for the interstate highway system. That amounted to nearly 40 per cent of the Federal Highway Trust Fund's total revenues, yet trucks made up only 17 per cent of the total motor vehicles on the road in those years.

"Current tax collections for the Highway Trust Fund show that truck taxes amount to more than 43 per cent of the total," ATA added. But trucks in 1974 represented only 18 per cent of total motor vehicle registrations.

Sollenbarger urged Secretary Coleman to consider the ATA study and the Public Roads Report before making a final decision on increasing truck taxes. "It is our belief that if you do, you will agree that heavy trucks through special highway taxes, pay more than their fair share of highway costs."

Councilwoman



Mrs. Frances J. Grace, a member of Teamster Local 42 in Lynn, Mass., was sworn into office recently as a member of the Salem, Mass., city council. Mrs. Grace, a shop steward, drives a school bus part-time for Michaud Bus Lines.

Hospital Unit Votes Teamster In Youngstown

A strong majority of 150 service workers employed by a hospital managed by the Youngstown (O.) Osteopathic Hospital Association voted recently for representation by Teamster Local 377.

Michael Boano, Local 377 business representative, said the vote count in the election conducted by the National Labor Relations Board was 72 for the Teamsters and 40 for the Youngstown Osteopathic Hospital Employees Association, a company union.

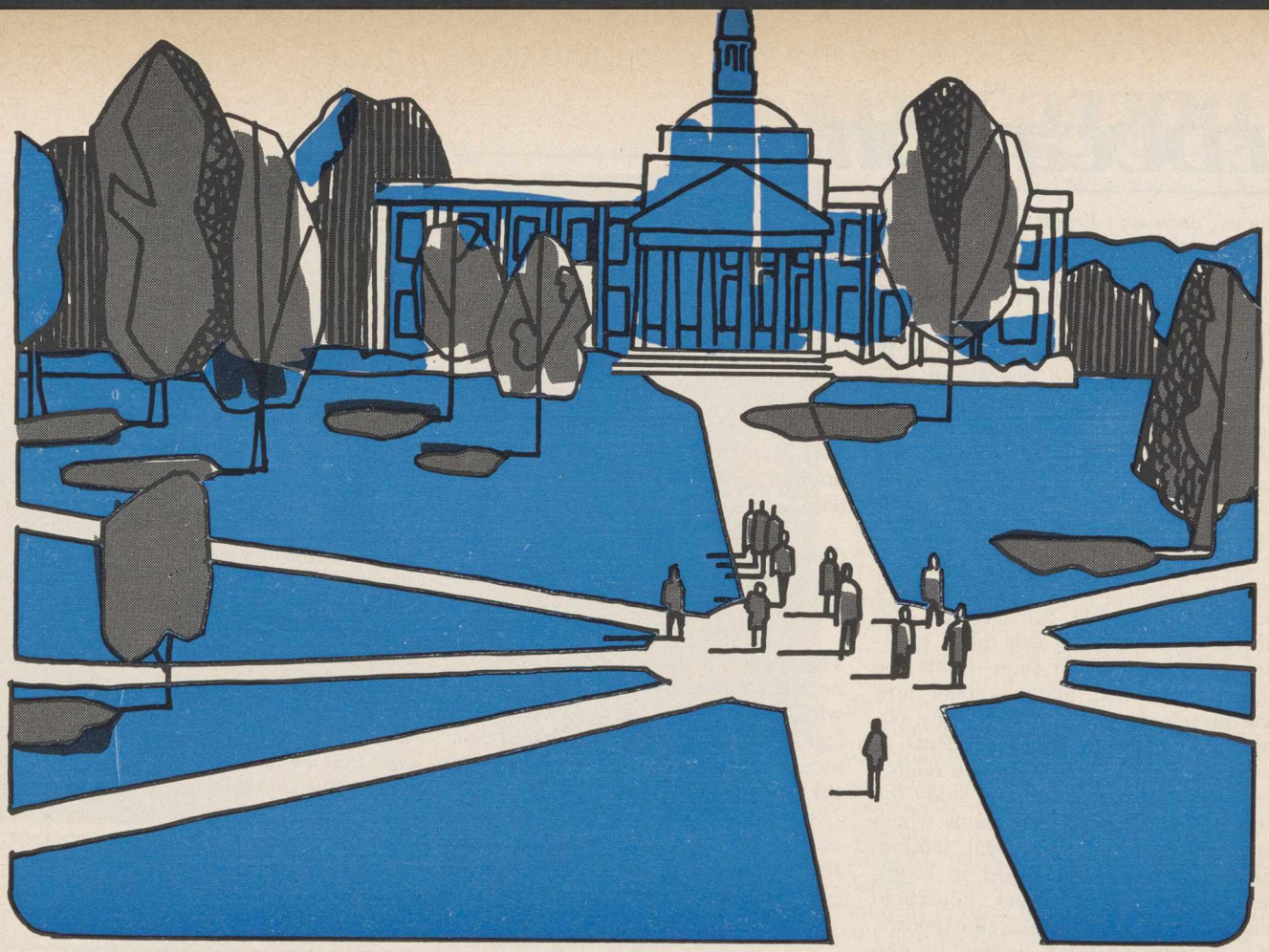
Included in the bargaining unit are nurses aides and orderlies, maintenance workers, dietary service, housekeepers and office workers.

Texas Local Wins Ruling At NLRB

Handy Hardware Wholesale, Inc., of Houston, Tex., violated the law by refusing to bargain with Teamster Local 968, certified representative of all truck drivers and production and maintenance workers employed by the company.

That was the ruling of the National Labor Relations Board recently when granting a motion for summary judgment. The Board found no merit in the employer's questioning of a previous proceeding nor did the employer raise any new issues considered properly litigable.

Handy Hardware was ordered by the Board to cease the unfair labor practice and bargain with the Teamster local union upon request.



At the Crossroads

Coping With College's High Cost

IF THERE'S one thing every student needs these days to go to college, it's money.

Tuition costs range anywhere from $1,700 a year to $6,000 and up, plus costs for books and incidentals, according to the National Center for Education Statistics. That is why many college applicants are eyeing financial assistance as a way of making ends meet.

And, even if their parents don't qualify as "poor," such financial resources often are available.

The first step in obtaining help is finding out what costs will be. College catalogs generally contain this information, along with a description of their financial aid programs. Most schools have a January, February or March deadline for tuition-assistance applications for their fall terms. Adhering to the deadline gives you a better chance of getting the help you need.

Most schools require a Parent's Confidential Statement, a Student's Financial Statement, or both, before they'll consider an aid application. The PCS is available from most colleges and high schools; the SFS is available only from postsecondary institutions. You should complete only one PCS or SFS because you can list on it all the colleges, schools, state agencies, and scholarship sponsors to whom you are applying.

Based on the information the forms provide, your eligibility will be determined by the financial aid officers at the institutions you're considering. (Note: If you're interested in several schools, apply for aid at all of them. One school's aid officer may be able to offer you more aid money than the others, simplifying your decision.)

If you qualify for aid, most financial aid officers use a package method of providing it—a combination of scholarships, grants, loans, and work-study programs.

Most schools still feel, however, that the cost of education is the responsibility primarily of students and their parents. Thus, need is an important, but not the only, consideration. Aid officers look at what students themselves earn in part-time jobs and summer employment, as well as at what the family's net income is, before mak-

ing a decision. Extenuating circumstances that might drain the family's income, such as illness, also are considered, so mention them when applying.

An aid program isn't a free ride. If you qualify for a loan, it probably will have to be repaid after you graduate. If placement in a work-study program is arranged, you'll have to juggle attending classes and studying with working part-time. But at least you'll be getting an education.

What are the sources of aid most schools offer? They vary. Often, a school has private scholarships and endowment money it can make available to students, but these funds are limited. Likewise, many schools have job placement offices for students, cooperative plans to enable students to work part of the year in a field related to their course of study and study the rest of the time, and programs where students can live with local families and earn room and board in return for babysitting or other household chores, thus reducing overall expenses. An informative book written by students on student employment and other aspects of financial aid is *Making It: A Guide to Student Finances* (Cambridge, Mass.: Harvard Student Agencies, Inc., 1973, $4.95).

State and federally funded programs of grants, loans, and work-study programs also enable many students to attend college.

The basic financial aid programs include:

• Basic Educational Opportunity Grants—This federal program is designed to provide financial assistance to students who need it. To be eligible for a basic grant, a student must be a U.S. citizen or permanent resident, and have enrolled as a regular, full-time student for the first time after April 1, 1973.

The maximum award is $1,400, less expected family contributions. If you expect that your family's contribution will be less than $1,200, your chances of being eligible for a basic grant are good. Applications are available through high schools, community agencies, libraries, and colleges. Funds are not required to be repaid.

• Supplemental Educational Opportunity Grants—Under the provisions of the Higher Education Act of 1972, supplemental grants are available for students with exceptional needs. They range from $200 to $1,500 a year for a total of $4,000 for a four-year program of study. The amount may not exceed 50 per cent of the college's estimate of the student's financial need; the amount of the grant must be matched by an equal amount of some other type of aid provided through the University. A recipient must be a United States citizen enrolled as a full time undergraduate (14 semester hours). Funds aren't required to be repaid.

This program is administered by individual colleges, and information can be obtained from the financial aid adviser.

• National Direct Student Loans—This is a federal program based on need that provides interest-free loans while the student is enrolled in college. Repayment on the loan begins at a three per cent interest rate after the student graduates.

• The College Work Study Program—This federal program provides jobs for students with demonstrated financial need. Both part-time and full-time students are eligible. The average amount earned by students under this program is slightly more than $600 a year.

Educational institutions which participate in College Work-Study arrange jobs on campus or off campus with a public or private nonprofit agency, such as a hospital. If you are found to be eligible, you may be employed for as many as 40 hours a week.

In arranging a job and determining how many hours a week you may work under the program, the financial aid officer will take into account: your need for financial assistance; your class schedule; and your health and academic progress. In general, the salary you receive would be at least equal to the current minimum wage and may be as much as $3.50 an hour, depending on the job and your qualifications.

Other federal programs include loan and grant programs to assist students who plan to enter nursing

Additional Resources

• The Foundation Center, either 444 Madison Avenue, N.Y., N.Y., 10022 or 1001 Connecticut Avenue, N.W., Washington, D.C., 20006. The Center maintains a directory that lists the areas of study covered by grant-giving foundations.

• The National Association of Secondary School Principals, 1201 Sixteenth Street N.W., Washington, D.C., 20036, prepares a list of approved National Contests and Activities. Get a copy of that list.

• A Chance to Go to College: A Directory of 800 Colleges That Have Special Help for Students from Minorities and Low-Income Families. Available from College Entrance Examination Board, 888 Seventh Ave., N.Y., N.Y., 10019.

• How About College Financing? A Guide for Parents of College-Bound Students. The American School Counselor Association, 1607 New Hampshire Ave., N.W., Washington, D.C., 20009 makes this available.

• Latest Information on Scholarships in the Space Age. B'nai B'rith Career and Counseling Services, 1640 Rhode Island Ave., N.W., Washington, D.C., 20036 offers this.

• More Education—More Opportunity. U.S. Office of Education, Washington, D.C., 20202.

• Need a Lift? Educational Opportunities. The American Legion Education and Scholarship Program, Box 1055, Indianapolis, Ind., 46206.

• Meeting College Costs—A Guide For Parents and Students. Available from College Board Publications Orders, Box 2815, Princeton, New Jersey, 08540.

• Many state departments of education publish a state directory of student aids available to residents. Check this resource. Your librarian can help.



Figure out the costs ahead of time and plan for them.

or health fields and programs for students in law-enforcement curricula.

For example, scholarships are available for nursing students of exceptional financial need. They are eligible for scholarship assistance of up to $2,000 annually under provisions of the Health Manpower Act of 1968.

State grant programs are another significant source of aid. Thirty states (Alaska, California, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Jersey, New York, North Carolina, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Vermont, Washington, West Virginia and Wisconsin) have established such programs for state residents.

Some of these states have also developed special programs intended to provide equal educational opportunity for students from low-income families. Information on eligibility, application procedures, and stipend limits can be obtained from the state scholarship agency in the capital city of each state or from the college of your choice in that state.

The Guaranteed Student Loan Program and Federally Insured Student Loans are big sources of loan funds. These loans are made primarily by banks, savings and loan associations, and credit unions, but a growing number of colleges are becoming lenders. The federal government pays the full seven per cent interest on a loan for a student with demonstrated need while he is in college; after he has completed his education and when repayment must begin, the student pays the full seven per cent interest.

These loans must be repaid. Payments begin between nine and 12 months after you graduate or leave school. The amount of your payments depends on the size of your debt, but must be at least $360 a year.

The maximum you can borrrow is $2,500 a year (in some states it is less). The total amount you may borrow for undergraduate or vocational study is $7,500.

Information on these loans is available from state guarantee agencies, local banks, savings associations, credit unions, other lending institutions, and directors of financial aid.

Community agencies, foundations, corporations, unions (including the International Brotherhood of Teamsters and many of its local unions), religious organizations, clubs, and civic and cultural groups may make awards that students can find out about from their counselors.

Check your high school, community center or public library bulletin board for announcements of contests, grants, loans or scholarships. Enter those contests open to you. Who knows, you may be a winner!

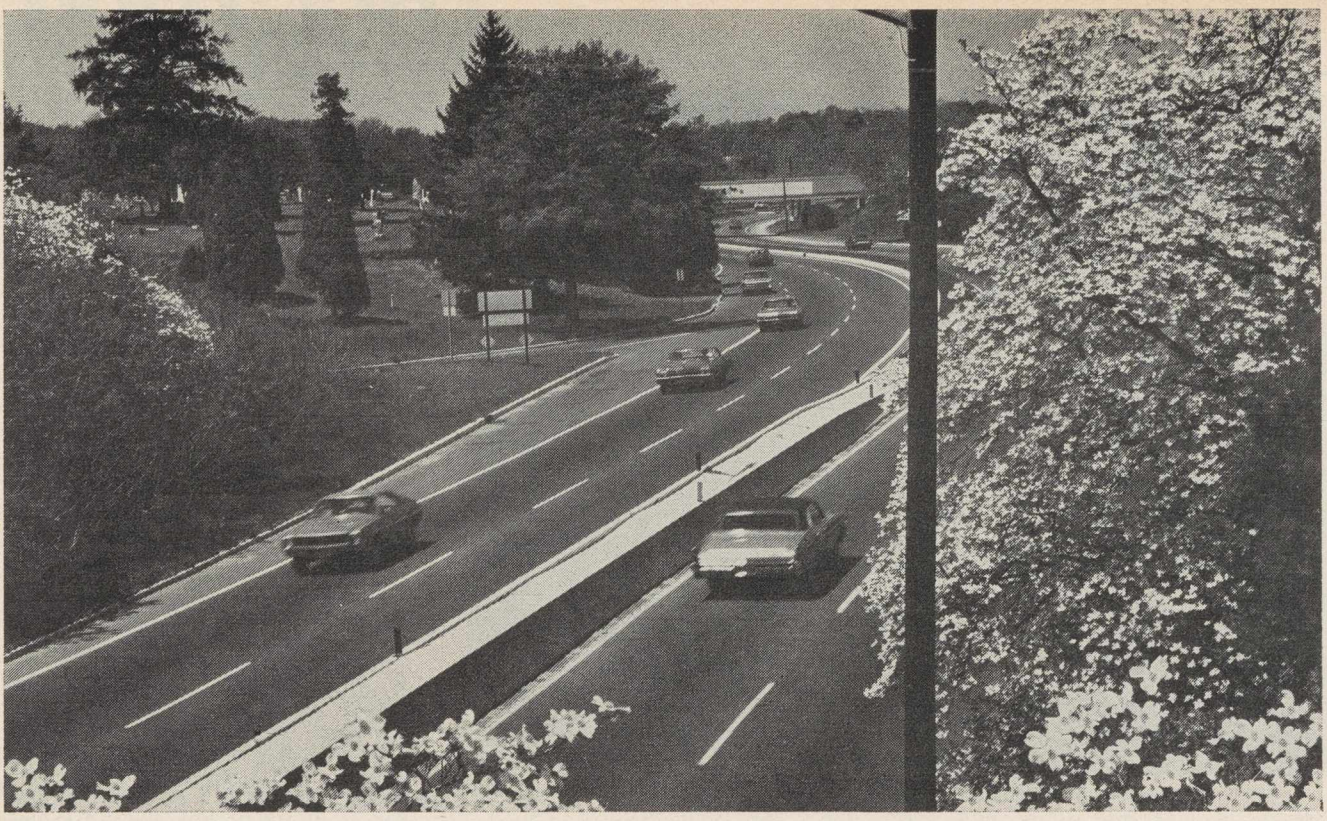
A useful book outlining financial aid programs for students is *Need A Lift? Educational Opportunities* (American Legion Education and Scholarship Program, Indianapolis, Ind., 46206, 50 cents). It tells about veterans' benefits, social security educational benefits, and other specific financial aid resources.

Banks, insurance companies and finance corporations have commercial loan programs which will lend funds for educational purposes to parents or, in a few instances, directly to students. These loans are usually made without regard to an applicant's financial need, and their terms and rates of interest are similar to most consumer loans for automobiles, major appliances, and furniture.

Parents and students should read carefully the information these agencies distribute and seek clear answers to questions about the exact interest rate, repayment periods allowed, whether it's possible for the lender to terminate the plan before the student finishes his education, whether it's possible for the borrower to cancel the plan before the contract ends, and the penalties and notice period required for each, before entering into any agreement or signing a contract.

For many students, the financial aid hunt will be their first major experience with the economic system. By responsibly making a commitment and living up to its terms, they can establish credit records that will follow them for a long time. It's important that students understand this and enter only those commitments which they can meet. The reward for the effort will be that degree.





In Your Car

Are You A Gas Guzzler?

THE NEXT time you gun your accelerator as you take off from an intersection, think about what you're doing. First, you're wasting energy, a natural resource in short supply. Second, you're wasting money, lots of it, with gasoline selling for 60 cents a gallon. Third, by the time you get to the next light, the other traffic probably will have caught up with you, so you won't have gained anything in time or distance either.

For these and other reasons, conserving gasoline makes good sense.

How can you save on gas? Planning your driving in advance, using good driving habits, keeping your car in shape, carpooling, buying a car that isn't a gas guzzler, and taking some vacation short cuts will help, says the American Automobile Association (AAA).

The ways to save are easy, once you think about it, but you (the driver) have to make a conscious effort to cut back. Your car can't do it alone.

Before you even get into the car, take a few minutes to plan your driving and eliminate unnecessary mileage. Family business trips—such as shopping, taking the children to school, dental and medical appointments, and running to the cleaners—consume 225 million gallons of gasoline each week, according to the AAA. And most families make five such trips weekly, each about 11 miles long.

To cut down on these time-consuming treks, keep a written list of errands with you. That way you can check it and combine several errands into one trip.

If you have more than one car, use the most economical one whenever possible. By scheduling trips to avoid rush hour, and choosing the most direct, efficient routes, you'll economize on gas, time, and frayed nerves.

If you can arrange routine medical and dental appointments for several family members at the same time, you may eliminate at least one extra trip.

You can avoid other trips by setting aside one time to do all your errands. Buy groceries to last for longer periods, and combine the trip with stops at the druggist's, cleaners, library, etc. It may take longer, but it may keep you out of traffic jams the rest of the week.

When you're planning to go shopping, patronize a one-stop shopping center. Park your car and walk back to it when you need to drop off packages.

If you really get into the saving idea, walk or bicycle to neighborhood merchants. Bargain shopping by car for small items saves pennies but wastes gas dollars.

Another basic of gasoline economy is good driving habits. Gasoline efficiency in most cars can be increased up to 40 per cent by simply improving daily driving techniques.

Jack-rabbit starts and jerky acceleration are major offenders; they can decrease fuel economy by 30 per cent in city traffic. Excessive idling wastes gasoline, too. The average American car consumes a cup of gasoline every six minutes when idling, for example.

That extra weight in the trunk drags fuel economy down. Every 100 pounds

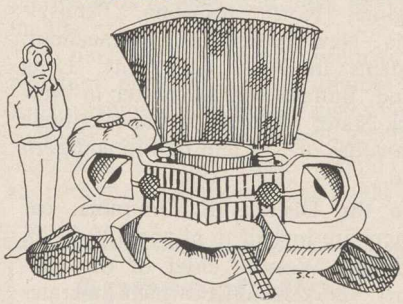
of additional weight increases gas consumption by as much at 0.2 mile per gallon.

Gas economy is reduced even more by other factors such as unnecessary braking, driving excessively in low gears, riding the brake when you drive, and racing the engine before turning the car off.

Driving at a moderate, steady pace, moving with the traffic flow, staying in lane, anticipating stops and slowing gradually are the best ways of conserving your gas while driving.

Keeping your car in shape is another economy move when trying to conserve gas. Tune-ups twice a year

KEEP IT TUNED... YOU'LL SAVE GAS.



can mean nine to 15 per cent mileage improvement. Keep a check on spark plugs, distributor points, air and oil filters, automatic choke and carburetor air-fuel mixture to detect signs of trouble.

Properly balanced tires and aligned wheels decrease drag and help you use less gas while lengthening tire life. By knowing your car's correct tire pressure, you can check it frequently and reduce wear.

Radial tires, now standard on many new cars, can improve fuel economy by from 0.5 to 1 mile per gallon.

Check your owner's manual to find the correct weight oil for your vehicle. Change your oil at regular intervals. You'll save engine life and gasoline.

A defective thermostat can add to engine warm-up time.

Improper front wheel toe-in alignment can decrease fuel economy by 0.3 mile per gallon.

The use of air conditioning reduces fuel economy by as much as 20 per cent. Air conditioning, as well as other optional equipment, also increases the weight of the automobile thus further decreasing miles per gallon.

When you fill up the tank, it's senseless to buy higher octane gasoline than recommended. And while you're refueling, make sure that the attendant doesn't fill your tank to the brim. It wastes gas. Make sure your gas cap is the proper type and fits tight, too.

Keep an accurate record of the amount of gas used and its cost. Over a period of time, you'll be able to check on fuel economy and perhaps discover ways to improve performance even further. A drop in gas mileage also will help you determine that it's time for another tune-up.

Once you're sure car and driver are doing all they can in the conservation battle, turn to other ways of saving.

Carpooling, as pointed out in the November, 1975 issue of *The International Teamster,* can really save money for participants, and cuts down on intown traffic congestion.

In addition to carpooling to work, use neighborhood carpools for social activities, shopping and weekend recreational trips.

If carpooling isn't convenient, check city transit schedules. They may be more accommodating than you think and can save parking headaches and expense.

MUST YOU DRIVE?... OR IS THERE ANOTHER WAY?



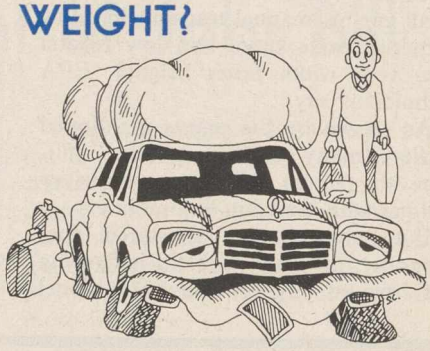
When vacation time rolls around, don't pack the kids into the car and take off helter-skelter across country. Choose a vacation spot closer to home. Or, for longer trips, consider the train, bus or plane. Once there, rent a car if and when you need it.

Try a resort area vacation, where you won't need your car as much once you arrive.

Make reservations ahead. Don't shop by car for a place to stay when you arrive. On a holiday weekend, that can really burn up gas.

When choosing a new car, decide how you will use it most . . . for short, stop-and-go or commuter driving or for family or highway trips. Keep in mind a few basics about fuel economy, as you shop around.

IS YOUR CAR OVER-WEIGHT?



The lighter the car, the less gas it will use. Those radial ply tires, even if offered as an option, can increase gas mileage, especially for longer distance driving.

Overdrive options and cruise control can also save up to 15 per cent on fuel at highway speeds.

Once you know the kind of car you're interested in, check the EPA Mileage Guide for fuel efficiency comparisons between the cars of your choice before buying one.

In the past two years, gasoline needs of most cars haven't been easy on the wallet. New test results for 1976 cars, however, offer some hope of gas savings for those in the market for a new model.

According to tests jointly conducted by the Environmental Protection Agency (EPA) and the Federal Energy Administration (FEA), 1976 model automobiles will average 12.8 per cent better fuel economy than 1975 models. This improvement, coupled with last year's gains, comprises a 26.6 per cent fuel economy improvement over 1974's gas guzzlers.

1976 cars, on an industry-wide basis, averaged 17.6 miles per gallon (mpg), an appreciable gain over 1975 models which averaged 15.6 mpg and 1974's 13.9 mpg average.

Miles-per-gallon figures for all cars tested by EPA in 1975 were published in the 1976 "Gas Mileage Guide for New Car Buyers," and can be obtained free by writing General Services Administration, Consumer Information Center, Pueblo, Colo., 81009.

The guide gives fuel economy figures based on dynamometer tests conducted

by EPA at its laboratories in Ann Arbor, Michigan. The dynamometer is a machine, much like a treadmill, which simulates a number of different driving conditions, and can duplicate the tests in exactly the same way each year.

Generally, the best fuel economy is associated with low vehicle weight, small engine, manual transmission, low numerical axle ratio, and low frontal area (car width times height), EPA technicians say.

As shown by the points mentioned earlier, many factors greatly influence the actual mileage each driver will get with a certain automobile.

But, once you've mastered fuel economy, the only problem is figuring out how to pay for the 1976 model you select. You'll know how to get the most miles out of it.

GAS GUIDE

AAA has published a detailed handbook on how you can stretch your gasoline dollars by making five gallons of gas do the work of six. Called the Gas Watchers' Guide, it's available free from AAA. Write to Gas Watchers, AAA, Box 2138, Falls Church, Va. 20042, and enclose a stamped, self-addressed, business-size envelope to get your copy. It contains more tips like the ones offered here, which were taken from AAA's suggestions.

1976 MPG Figures

CAR (engine size in cubic inches)	City	Highway
AMC Gremlin (258)	20	31
AMC Pacer (258)	20	31
AMC Hornet (258)	20	31
AMC Matador (258)	16	19
Buick Skylark (231)	17	25
Buick Skyhawk (231)	18	30
Buick Century (231)	17	25
Buick LeSabre (350)	14	18
Buick Electra (350)	14	18
Buick Riviera (455)	12	18
Cadillac Seville (350)	15	21
Cadillac Eldorado (500	12	16
Chevrolet Chevette (98)	30	39
Chevrolet Vega (140)	22	35
Chevrolet Monza (140)	22	35
Chevrolet Nova (250)	18	25
Chevrolet Camaro (250)	17	25
Chevrolet Cheville (250)	17	25
Chevrolet (350)	13	19
Chevrolet Monte Carlo (350)	14	18
Chevrolet Corvette (350)	14	19
Chrysler Cordoba (318)	13	18
Chrysler (360)	13	17
Dodge Dart (225)	19	26
Dodge Aspen (225)	18	27
Dodge Coronet (225)	18	30
Dodge Charger (318)	15	21
Dodge Monaco (318)	13	18
Ford Pinto (140)	24	35
Ford Mustang II (140)	24	34
Ford Maverick (200)	22	30
Ford Granada (200)	22	30
Ford Torino (351)	13	19
Ford Elite (351)	13	19
Ford (351)	13	19
Ford Thunderbird (460)	12	16
Lincoln Continental (460)	12	16
Mercury Bobcat (140)	24	34
Mercury Capri II (140)	22	31
Mercury Comet (200)	22	30
Mercury Monarch (200)	22	30
Mercury Montego (351)	13	19
Mercury Cougar (351)	13	19
Mercury (400)	13	17
Oldsmobile Omega (250)	17	25
Oldsmobile Starfire (231)	18	30
Oldsmobile Cutlass (250)	17	25
Oldsmobile Delta 88 (350)	14	17
Oldsmoble 98 (455)	13	17
Oldsmobile Toronado (455)	12	17
Plymouth Valiant (225)	19	26
Plymouth Volare (225)	18	27
Plymouth Fury (225)	18	30
Plymouth Gran Fury (318)	13	18
Pontiac Astre (140)	22	35
Pontiac Sunbird (140)	22	35
Pontiac Ventura (250)	17	25
Pontiac Firebird (250)	17	25
Pontiac LeMans (250)	17	25
Pontiac (400)	13	19
Pontiac Grand Prix (400)	15	20

Safety Hotline Wants Info On Auto Defects

MOTORISTS in the 10-state area surrounding Washington, D.C., can now phone directly to a federal agency for a quick read-out on auto defect problems or to report safety knowledge they think Uncle Sam should know about.

The experimental program has been set up by the National Highway Traffic Safety Administration (NHTSA). An office called "Auto Safety Hotline Office" has been put together to field the phone calls.

The federal toll-free hotline phone number is 800-424-0123 for residents in Maryland, Delaware, Virginia, West Virginia, North Carolina, Pennsylvania, New Jersey and Connecticut; residents in New York City, Long Island, Buffalo and Rochester in New York State; residents in the telephone area-codes of 513 and 614 in southern Ohio.

In the District of Columbia, car owners are invited to phone 426-0123.

Gilbert Watson, chief of the consumer services office which operates the safety hotline facility, said car owners with a vehicle problem which threatens their safety or the safety of others are urged to phone.

"Or," Watson added, "if you know of such a problem which NHTSA should look into, the Auto Safety Hotline Office wants that information and your call."

NHTSA is the Department of Transportation's enforcement arm which sets auto performance standards for the industry and enforces the recall and repair of defective autos when necessary.

Watson says the hotline keeps four trained operators busy from 8:30 a.m. to 5:00 p.m. every workday. Automatic telephones are utilized in "off" hours to record callers' names and telephone numbers so that owners will receive a prompt operator call-back when business hours resume.

"Calls which identify possible defects," Watson explains, "are relayed directly to NHTSA's investigative office by the hotline staff. But defect-related or not, we will apply whatever powers the agency can lawfully apply, to help owners solve the problems reported to us."

Unemployed Suffer

Congress Pushes Enactment of Jobs Bill

EVEN as one public service employment bill struggled to stay alive despite a Presidential veto last month, House and Senate members were marshalling their forces to maneuver another jobs program through Congress.

The proposal now in Congress would continue federal funding for an existing program of 320,000 public service jobs in state and local governments.

A new section would authorize a program of 280,000 jobs mainly in nongovernmental, nonprofit institutions such as schools and hospitals. The legislation specifies these should be short-term employment that could be started up quickly and ended when the economic situation improves.

The bill would cost $1.2 billion this fiscal year and an estimated $4.3 billion next. Opponents said its cost eventually could mount to more than $7 billion.

Democratic leaders strongly backed the measure, as they have previous jobs bills, believing that recovery can better be hastened by government spending of this sort than by Ford's program of spending restraints, tax cuts and encouragement of capital formation and investment to create jobs in private industry. Expansion of the public service jobs program remains a key part of the Democrats' anti-recession effort.

Proponents say it is the most effective way Congress can do something about the nation's 7.8 per cent unemployment rate, or seven million persons without work. The country needs "jobs, not welfare," Rep. Dominick Daniels (D.-N.J.) said. "We have to go home and face the people," he added. "We have to face the jobless men and women in our Congressional districts."

Despite the new bill's progress, Congress didn't give up easily on the public works employment bill Ford vetoed February 13. The House voted to override the President's veto February 18, by a vote of 319 to 98, sending the issue to the Senate for a final decision. The veto was upheld when the Senate failed to muster the two-thirds margin needed to override by three votes, in a 63 to 35 vote.

The need for the override vote came as no surprise, since Congress was aware of Ford's sentiments on the legislation.

Ford announced in his State of the Union address and in recent speeches that he opposes this type of program to remedy unemployment, and, in fact, would like to eliminate all public service employment programs by 1977.

Ford argued that the bill would cost too much and would take too long to create public jobs. He has stated repeatedly that public service jobs are not the solution to unemployment, urging instead tax incentives to get private industry to expand and take on more workers.

The President has said his proposed economic policies are expected to generate up to 2.5 million new private sector jobs in 1976 and two million additional jobs in 1977 if the "growth of the private sector" is encouraged. "These will be lasting productive jobs," Ford said, "not temporary jobs payrolled by the American taxpayer."

The public service employment bill would provide needed jobs now, by funding construction or improvements of schools, sewers, roads and other public works projects at the state and local levels.

Another vetoed bill will deprive unemployed Americans of jobs, hurt the construction industry and building trades where unemployment is most severe and maintain an unemployment rate this year of at least 7.5 per cent, supporters said.

Appreciation Given IBT For Support

General President Frank E. Fitzsimmons recently received a "thank you" letter from Sen. Henry Jackson for the support of the International Brotherhood of Teamsters in securing congressional passage of the Energy Policy and Conservation Act.

The senator wrote in part: "I particularly want to commend your local union officers and individual Teamster members for their excellent grass roots efforts in securing enactment of this measure. Without their help and your help and the efforts of many others who fought for a decent break for the American people, the bill would not have been passed by the Congress or approved by the President."

The new law provides the basic framework for a fair and coherent national energy policy consistent with economic recovery. Among other things, it keeps the lid on oil prices.

Census Ideas Sought from Union Members

Planning for the 1980 census, the U.S. Census Bureau is seeking suggestions from members of unions as well as other organizations regarding a proposed questionnaire.

Although there are many constraints on what kind of information can be collected and tabulated, the bureau believes it is important to obtain recommendations from a wide range of Americans and users of census data.

Teamsters Union members with ideas on the subject are urged to make their recommendations to: Director, U.S. Bureau of the Census, Washington, D.C., 20233.

LEGISLATIVE REPORT

March 1 Deadline

Election Commission Faces Change To Keep Campaign Funds Flowing

THE SUPREME Court's decision on the Federal Election Campaign Act's legality catapaulted Congress into a deadline race last month to reconstitute the Federal Election Commission before its authority expires.

The basic problem, the appointment of Commission members by Congress, arose when the court ruled January 30 that the Commission had no constitutional authority to carry out executive functions such as distributing public campaign funds to presidential candidates, unless all its members were appointed by the President.

The High Court stayed its ruling 30 days to allow Congress to restructure the Commission. But the decision set the stage for a Hill battle between forces seeking to make only the change the Supreme Court demanded, and others intent on abolishing the Commission or revamping the Act.

Congressmen argued that since a President's misuse of power necessitated the legislation in the first place, Presidential appointments would contradict the law's watchdog intent.

Law Found Legal

The court decision upheld the legality of most of the law's major provisions, including the $1,000 limit on direct private political contributions, and the $5,000 limit on business contributions.

But, it struck down ceilings on amounts candidates and their families can spend on their own campaigns. This provision could favor wealthy candidates.

Senate and House candidates, who receive no public subsidy money, now may spend as much as they can legally raise. Presidential candidates may also spend unlimited amounts, provided they agree to go without federal campaign subsidies.

The court upheld the law's provision for federal matching subsidies to qualified candidates, but said major party candidates accepting such funds for general election campaigns must abide by the $20 million limit set by Congress. This apparently also applies to candidates for nomination who already have received federal subsidies, limiting them to $10 million.

Since the court upheld limits on individual campaign contributions, it seemed unlikely that many Presidential candidates would give up the subsidies in order to avoid the spending ceilings.

Limits also were removed on amounts individuals and groups can spend in support of candidates or causes, such as on advertising, so long as there is no direct contribution to a campaign fund.

As the Commission structure controversy raged, President Ford suggested that he could simply reappoint all nine of the present FEC commissioners, thus meeting the court's ruling, but also recommended that the FEC expire December 31. House members concentrated on finding a temporary solution that could be enacted by March 1 in time to avert a campaign funds cutoff.

Polygraph Discounted As 'Detector'

The House Government Operations Committee, composed of 43 congressmen, has issued a report fully discrediting the polygraph as a so-called lie detector.

The report said recent research confirmed the findings of a 1965 investigation which concluded: "There is no 'lie detector,' neither machine nor human. People have been deceived by a myth that a metal box in the hands of an investigator can detect truth or falsehood."

Both federal and private research, said the committee report, have "done little to persuade the committee that polygraphs, psychological stress evaluators, or voice stress analyzers have demonstrated either their validity or reliability in differentiating between truth and deception, other than possibly in a laboratory situation."

Tax Inequity Common Over United States

Some states consistently tax heavily while others tax lightly, likewise some states go easier on low-income families while others favor higher-income groups.

Those are the main findings in a study completed recently by Prof. Stephen Lile of Western Kentucky University. He computed the state and local taxes a family of four would pay in the largest city of each of the 48 contiguous states at 1974 rates.

He found only two states—Oregon and New York—where taxes were truly "progressive" and relatively equitable. From Oregon and New York, however, there was a big swerve on the charts.

States consistently taxing people heavily, Prof. Lile found, include New Jersey, Massachusetts, Wisconsin and Maryland. States that go lightly on their residents include Florida, Louisiana, Mississippi and Nevada. Everything else was in between.

Among the contrasts of note were: Connecticut, the second-stiffest taxer at the $5,000 income level, ranked 27th in taxing its top income earners. New York on the other hand was toughest on its high income gainers but 21st at the $5,000 level. Similar broad differences amounting to inequities were found in New Jersey, South Dakota, Washington, New Hampshire and Tennessee.

$6.4 Billion Aid Given Railroads

President Ford signed into law a bill providing a $6.4 billion subsidy for America's railroads.

Transportation Secretary William T. Coleman, Jr., called the signing "an historic occasion."

Key provisions for the giveaway include $2.1 billion to start the Consolidated Rail Corporations—to be known as ConRail—April 1st as the freight railroad restructured from seven bankrupt lines in the Northeast and Midwest regions.

Another $1.75 billion will go for upgrading rail passenger service in the so-called Northeast corridor between Washington, D.C., and Boston, Mass.

An Unpopular Plan

Ford Sends Congress Proposals For Social Security & Medicare

AS THE FIRST plank of his 1976 legislative program, President Ford asked Congress last month for a multi-billion dollar boost in Social Security taxes, new catastrophic illness coverage for older Americans, and larger contributions by Medicare patients to finance hospital and doctor bills.

Ford said the proposed tax increase would cost each employee who pays Social Security taxes less than $1 a week, with many workers paying less. The maximum increase for a worker would be $49, raising the total maximum tax for any worker to $1,014 in 1977. The increase in the tax rate would be in addition to a planned increase in the maximum wage on which Social Security taxes are paid—now $15,300—already written into the law. The maximum taxable wage will go to $16,500 next year.

The tax hike would raise approximately $4.4 billion during the 1977 calendar year and would restore the balance in the Social Security trust funds which have been paying out more than they have been taking in, according to the Administration.

Proposed changes in the Social Security and Medicare programs include:

- A .03 per cent increase in the Social Security payroll taxes for both employees and their employers to bolster the floundering Social Security trust fund.
- A program to protect Medicare beneficiaries against catastrophic medical bills by providing full coverage "for unlimited days of hospital and skilled nursing facility care."
- An increase in "out of pocket" amounts the elderly must pay for doctor and hospital bills to $250 and $500 respectively per year. This proposal would give patients an incentive to help keep costs down, Ford said.

In another move to "slow down the inflation of health costs" and help finance the catastrophic protection, Ford asked that increases in Medicare payment rates in 1977 and 1978 be limited to seven per cent a day for hospitals and four per cent for doctors' services.

The President's proposals met with almost unanimous disapproval. When the proposals were first outlined in his January State of the Union address, Democratic members of Congress, spokesmen for the elderly and organized labor all attacked the plan.

Critics have argued that Ford's proposals, if enacted, would place heavier financial burdens on the poor and elderly. Members of Congress have suggested they will oppose the higher tax rate, which is considered regressive because poor people pay the same rate as rich, in favor of expansion of the maximum wage base for Social Security taxes.

Nelson Cruikshank, president of the National Council of Senior Citizens, termed Ford's proposals an "erosion" of the Medicare plan created by Congress in 1965. The President's proposals, he said, would reduce medical care for the poor and increase profits for the insurance industry.

Leaders of the American Hospital Association and the American Medical Association have thrown their weight against the annual ceilings on hospital and doctor bills, saying that enactment would force hospitals to either raise rates to all patients or cut back services.

Buyers Aided As Fair Trade Laws Scrapped

Consumers can benefit as a result of a new federal statute scrapping all state fair-trade laws effective March 11th.

Under a measure signed by President Ford, merchants will be free to grant discounts on all brand-name products. Previously, state fair-trade laws allowed manufacturers to fix prices that retailers charged for their products.

Twenty-one states had such laws permitting price-fixing on goods ranging from household appliances to jewelry, prescription drugs and clothing.

$28 Billion For Highways During 1976

The Federal Highway Administration says that about $28 billion dollars will be spent on the nation's highways during 1976.

Norbert Tiemann, FHA administrator, estimated the expenditure by federal, state and local governments and added that the same governments would receive income of about $29.8 billion from various sources during the year. Some $1.8 billion will be placed in reserve.

Both income and outgo figures are higher than for 1975, Tiemann said.

He said income from imposts on highway users, such as motor fuel and taxes, tolls and parking fees would raise nearly $20 billion. The remainder of the money would come from invested funds and sale of bonds.

About $13.6 billion will be committed to capital outlays during 1976. Another $7.3 billion will be spent on maintenance and traffic services. The remainder will go into administration and research, law enforcement and safety, and related items.

Display Order Issued by FTC On Warranties

The Federal Trade Commission has ordered manufacturers and retailers offering warranties on products to place the warranties on display so better shopping comparisons can be made by consumers. The rule goes into effect Jan. 1, 1977.

The FTC rule states that warranties must be presented to shoppers in one of four ways:

1. As a text in "close conjunction" to the product.
2. In a binder available on request.
3. In the product package in such a way as to be visible.
4. On a sign displaying the text of the warranty.

FTC rules also specify that those offering warranties for any product costing the consumer more than $15 must write the guarantees in a meaningful manner, spelling out specifically the conditions of the warranty.

The law does not require warranties to be offered. It merely establishes the rules for companies doing so.

Legislation, Politics, Government



• SPEECH WRITERS SHUFFLED

President Ford shuffled his speech-writing staff the day after he delivered his message to Congress in late January. The President reportedly was angry over low-quality performance by his writers. Four of the word artists left for other jobs within the Administration. Now in charge of Ford's speech writing operations is a former gag-maker for Red Skelton and Jack Paar.

• FUTURE CONSTITUENCIES

A projection of Census Bureau figures estimates there will be a shift of at least 15 seats in the House of Representatives after the nation's head count in 1980. If population movement trends continue, states in the north and north-central part of the U.S. will lose 15 seats to booming "sunbelt" states of the south and west.

• PRIMARY LAW CHALLENGE

Connecticut's primary law is being challenged by a group of independent voters. Like other states, Connecticut's law prohibits unaffiliated voters from balloting in party primaries. The litigation group claims party affiliation should not be a prerequisite for primaries which are a vital step in the election process. About a third of Connecticut's voters are so-called independents.

• REAGAN'S 'POSITIONS'

Dun's Review, one of the most influential business magazines, published an article detailing the stands of presidential candidates, both Republicans and Democrats, on "major campaign issues." Ronald Reagan, GOP nomination hopeful, was shown to have "no position" on six of the eight issues listed.

• CREDIT CARD ABUSE

The Privacy Protection Study Commission heard testimony asserting that the federal government is a major user of credit card data on individuals. A top executive of American Express Co., said his firm routinely supplies customer records to government agencies that produce a subpoena. Card holders, he admitted, receive no notification on the matter.

• JUSTICE BLAMES CONGRESS

Chief Justice Warren Burger blames Congress for most of the problems now facing the federal court system. Particularly, Burger said, there is a great need for additional federal judges. Because of the election year, says the justice, Congress has failed to act on the need.

• POLITICIANS HAVE CHOICE

Prof. Paul Samuelson of the Massachusetts Institute of Technology says there is such a range of opinion now among economists that any politician can choose whatever defunct economist he believes will best suit his political purpose. Samuelson is a Nobel laureate in economics.

• STATE LABOR LAWS

More than 20 state legislatures altered their laws last year to end bars to employment for women. Missouri, for example, freed women to work in mines. While some states repealed special job-protection laws for women, Nevada simply extended such coverage to men. Most states replaced or amended their job safety laws.

For Your Information

● Right Turn on Red

Government transportation officials predict that soon all motorists in the United States will be allowed to make right turns, if the traffic is clear, after halting at a red stoplight.

Right turns on red already are permitted in most western states. Other states are expected to follow suit in the wake of energy conservation plans called for in federal law.

Once states adopt their own plans, their legislatures will have to move to encourage cities and towns to enact right-turn-on-red ordinances. Some 18 states have switched to the right-turn rule in the past three years.

Federal researchers have found that the right-turn-on-red plan not only will save millions of gallons of gasoline but also will lessen auto exhaust pollution as well as expedite traffic.

● College Grade Inflation

Undergraduate grades at universities and colleges in America have been steadily increasing upward in value during the past 15 years, causing a worry among educators.

At Yale University, for example, 42 per cent of all undergrads in the last spring term received "A" marks —and a whopping 46 per cent of the senior class graduated with "honors." Amherst College is even more flagrant with 85 per cent of the students getting "A's" and "B's."

Educators have been desperately trying to find a solution for what they have begun to call "grade inflation."

● Jumping a Battery—Safely

Be careful when using jumper cables to get your auto started if the battery fails, for an improper cable connection can cause a battery to explode.

Here's the proper way, according to jumper cable experts, to start a car:

—Turn off *all* electrical devices in the auto and remove the vent caps from the batteries of *both* cars.

—Attach one cable to the positive terminal on the good battery; attach the other end of the same cable to the positive, or plus, terminal on the failed battery.

—Attach one end of the second cable to the negative, or minus, terminal on the good battery—but attach the other end to the bumper or engine block of the car with the failed battery, not to the negative terminal of the failed battery. (This method prevents sparks that can ignite hydrogen fumes.)

—Start the car and remove the cable connections in the *reverse* order from the way they were put on, then replace vent caps on the batteries.

More than 300 private colleges banded together in a new organization called the National Association of Independent Colleges and Universities recently. The group's goal is to gain greater public funding.

● 'Bagging' the Consumer

Those "free" paper bags used to sack the purchases of consumers are a high-cost item at retail stores in the United States.

It is estimated by a Boston College researcher that overuse of paper products in bagging is costing American consumers several billion dollars annually. Considered one of the biggest wasters of bag paper are food supermarkets where sack costs range between two and two-and-a-half cents each. A family consuming $40 worth of food a week, for instance, pays about 12 cents for bags—more than $6 a year.

One reason given for excessive "over-sacking" of even small items that could be carried from the store by hand is the high rate of shop-lifting. The Commerce Department estimates that shoplifting losses in 1974 amounted to at least $26 billion.

● Valuable Comic Books

You may have a gold mine if there is a stack of old comic books in your attic or basement.

Old comic books no longer are kids' stuff but worth a lot of money in the antique comic book market. A first edition of "Superman," published in 1939, was sold recently for $1,200.

Other first editions avidly sought by collectors include "Fantastic Four," "Spiderman," and the 15th issue of "Amazing Fantasy," which for some reason has become a rarity. All were published in 1961-63 by Marvel.

The second annual comic book convention was held recently in Cincinnati, O., and attended by hundreds of browsers and buyers.

● Senior Residency

Estimates of the population of the 50 states show that California and New York have more than two million of the nation's elderly living within their boundaries.

Census Bureau records indicate that five other states also have more than a million residents aged 65 and older—Pennsylvania, Florida, Texas, Illinois and Ohio.

● Bad Checks

Firms specializing in verifications of checks are enjoying a booming business as writers of bad checks seem to be on the increase.

Officials at a major company in the verification industry estimated there are about 300,000 bad checks written daily. They average $30 each. It is further estimated that rubber check crime in 1976 will exceed a billion dollars.

Another firm estimated that about 80 per cent of all bad checks are written by only about 8 per cent of the "paperhangers"—indicating that most bad checks are simply a matter of an overdrawn account.

The typical passer of bad checks is between the ages of 28 and 35, say the experts, and the number of women bad check writers has been increasing twice as fast as men.

● State Lotteries Prosper

Thirteen states operating lotteries have netted nearly $1.5 billion in the 12 years since the original lottery was begun in New Hampshire.

In fiscal 1975, it is estimated that the states netted $500 million from the lottery, indicating that as state lotteries increase in numbers and experience they glean more money from wage earners who buy the tickets. Rich property owners, few of whom buy lottery tickets, meanwhile avoid the prospect of higher taxes on what they control.

An attractive part of the lotteries to states is that they involve relatively low overhead in operation.

● Elemental Discovery

Another new particle has been discovered by science, upsilon, and is shaking up the world of physics because it is the heaviest elementary particle ever observed.

Upsilon was found in experiments at the Fermi National Accelerator Laboratory in Illinois. Its existence was entirely unexpected. What is so surprising about upsilon, also, is that its lifetime is estimated to be somewhat less than a billionth of a billionth of a second.

Less than 20 years ago, physicists thought there were only about 30 elementary particles. Since then the list has grown into the hundreds as scientific exploration procedures have become increasingly sophisticated.

● Lawyers to Advertise

The American Bar Association, which formally prohibited advertising by its members, now has reversed the field and will permit lawyer members to list themselves in advertising.

Because of the ABA decision, it soon will be possible to look up lawyer listings in the yellow pages and find not only the lengthy name list but also biographical information, fees and areas of specialization as well.

In taking the action, the ABA kept part of its blue nose shiny—specifically refusing to authorize consumer groups to circulate such information. But consumer groups *can* distribute such data if they can get a hold of it.

Taxpayers who anticipate they will have to submit their income tax return after the April 15th deadline are advised to contact the nearest Internal Revenue Service office where they can get Form 4868 to file for a 2-month extension.

● Legal Malpractice

Most of the attention in recent months has been focused on medical malpractice, but the condition exists in the legal profession also.

Legal malpractice is usually buried in secrecy as few cases ever get to court. Most disputes are settled discreetly by malpractice insurers. Also, lawyers avoid disclosing they hold malpractice insurance so as to avoid being the target in a suit.

Nevertheless, suits by bitter customers against attorneys are on the increase. It is estimated that twice as many lawyers are being sued today for malpractice as in 1972.

Insurers, not wanting to be caught by the growing cost of legal malpractice, have raised their rates to lawyers.

● Death Rate Record

There was a lower death rate in the United States during 1974 than in any year since the records were begun in 1900, according to the National Center for Health Statistics.

The death rate in 1974 was 9.2 per 1,000 population. In 1900, the death rate was 17.2 per thousand and did not drop below 10 until after World War II. Death rate figures for 1975 are incomplete but provisionally the mark is expected to be about 9 per thousand for yet another record.

Death declines in 1974 were noted in heart disease, stroke and accidents. Cancer, suicide and homicide death rates, however, were the highest ever recorded.

A fellow with little to do figured out recently that America's 170 million elevator users will travel an estimated 15 billion miles up and down this year.

● Deadly Prescriptions

For whatever reason, it is estimated that perhaps as many as 30,000 Americans die annually because of the wrong prescription drugs they take.

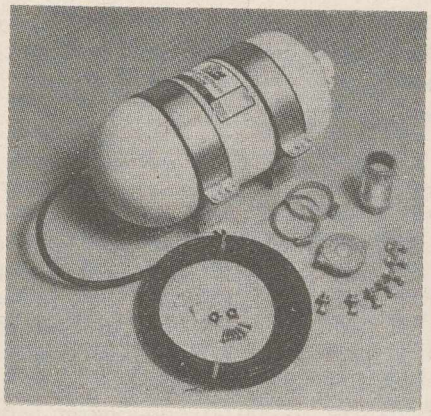
The estimate was made by the American Medical Association recently. In addition, possibly as many as 300,000 patients suffer life-threatening and sometimes permanent side effects from the wrong drugs.

There are no figures available to pinpoint whether the situation is the result of erroneous prescriptions given by doctors or whether it's a matter of mistake in the pharmacy.

The AMA and other doctor groups have been studying the problem in response to growing consumerism resulting in successful malpractice suits, and also to federal involvement in the health industry.

WHAT'S NEW

Cool One



Trucks (and cars too) won't let you down when you help them keep their cool. This coolant recovery system is designed to keep the radiator full of coolant, and eliminate overboard loss.

When the vehicle is running, the coolant is heated and expands. This causes the radiator cap valve to open, allowing coolant to pass through the hose to the reservoir.

The flow of coolant is reversed when the engine is not running. Atmospheric pressure in the reservoir then forces the coolant back in the radiator to keep it topped-off and air-free.

Clear It Up



Those distracting smears, scratches and pits left over from winter's attacks on your auto or truck glass can be removed with a new kit that reportedly leaves the glass like new.

Included in the kit is a polishing wheel with mandrel, a marking pencil, a sponge and an 8 oz. tube of the polishing compound. The wheel is used with your ¼ inch electric drill, provided it turns at 1750 RPM or less.

Give yourself a bright new outlook for Spring.

Baby Food Grinder



If you're after lower food costs and better nutrition for your baby, this home food grinder gives you an edge. As you turn the handle, the strained food rises into the self-contained serving cup for a no-fuss, happy-mother home. The patented device is claimed to be constructed of unbreakable, unchippable and non-crackable plastic than can be cleaned in the dishwasher.

It meets FDA standards for food handling, and the cutters are made of top-quality stainless steel, the maker claims. You'll get baby food as good as the raw materials you put in this one—naturally—without any additives, artificial coloring, or excessive flavorings.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Rates-of-Pay Booklets

Two booklets, sold singly or as a set, break down a worker's pay into yearly, monthly, bi-monthly, weekly and hourly rates and are calculated for time and a half and double time. One booklet is for a monthly-salaried worker, the other for the hourly worker.

With the proper booklet, a worker can figure his pay ahead of time or check it when he receives it. Employers could use it to obtain totals when rates of pay and duration of employment are known without calculation.

The primary use, of course, is a quick read-out on a paycheck to verify the total as correct. Example: you make $6.53 an hour. Reference to the table reveals that your daily (eight hour) pay should be $52.24, $261.20 per week, $13,582.40 annually. Time and a half would yield you $9.80 an hour, and double time would be $13.06.

Mend Your Own Tapes

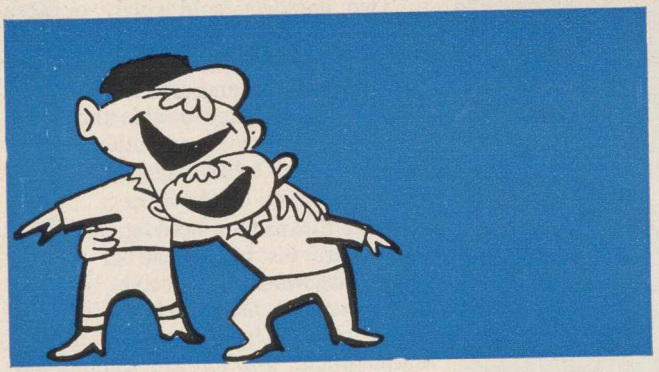


When your 8-track cartridge goes on the fritz, usually the only thing to do is, regretfully, throw away a tape that cost you about $6.95 or more. Some are irreplaceable.

Here comes a "Fix-it Kit" with 50 illustrations in the step-by-step instructions, enough material to repair at least 25 tapes, a splicing block good for years and professional metalized and non-metalized splicing tabs, plus plastic cement.

The developer of the kit says that it's a simple matter to repair a broken tape, pointing out that about 3 per cent of the 65 million tapes sold in the past 5 years (about 1.9 million) are in need of repair. The cost of the kit is about equal to the cost of only one faulty cartridge.

LAUGH LOAD



A Winning Bet

The worker said: "Boss, I betcha I can wheel something across the street in this wheelbarrow that you can't wheel back."

"I can wheel anything you can," shot back the boss. "I'll take $5 of that bet!"

"Okay," replied the worker, "hop in!"

Matter of Ability

The woman who was the honor guest at the birthday party was pulled aside by the hostess, who said: "Really, dear, tell me exactly how old you really are!"

The honor guest looked at her intently and whispered: "Can you keep a secret?"

"Of course I can," replied the hostess.

"Wonderful!" replied the guest of honor. "So can I!"

Mairzy Doats, Don't They?

The horse kept scratching his belly with a hind hoof and the worried farmer asked the vet what might be wrong with him.

"Nothing," replied the vet. "He's just feeling his oats!"

A Quick Answer

The tourist in Vermont asked the motel clerk if the stories he had heard about New Englanders being so close-mouthed and short-spoken were actually true.

And the clerk replied: "Nope."

Paging Ellery Queen

The police had been called to investigate a burglary. Looking at the bedroom, the officer saw complete chaos and said: "It's easy to see there's been some old hands at work here!"

"Oh, they didn't get in here," replied the lady of the house. "This is my daughter's room; she's just been dressing for a dance!"

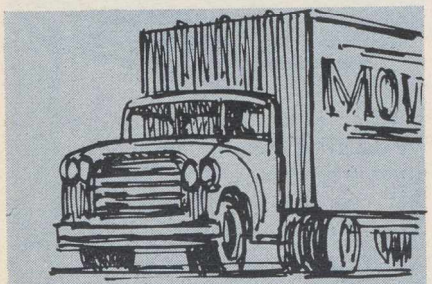
Hit the Road, Buster!

It is quite true that money can't buy happiness. But with money you can buy a new car and go out looking for happiness.

We've Met A Few!

If you really want a full appreciation of how terrible amateur workmanship can be, take a close look at the next self-made man you meet!

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

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NEW ADDRESS .....

..... City State Zip Code

OLD ADDRESS .....

..... City State Zip Code

LOCAL UNION NO. .....

SOCIAL SECURITY NO. .....

LEDGER NO. .....
(If unknown—check with Local Union)

NAME OF EMPLOYER .....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO
in Our Magazine



Vol. XXIII ***(From the March 1926 issue of the TEAMSTER)*** **Number 3**

Senate Bloc Cuts Rich Men's Taxes

Washington. — Party lines were smashed in the Senate when that body reduced income taxes, and Secretary Mellon won his long fight. Opponents of the bill insist it is a "rich man's measure."

Last year 5,694 persons reported incomes of $100,000 or more. Under the new bill these citizens will profit to the extent of $154,000,000. Taxpayers among the other 110,000,000 of population will save but $103,000,000.

During the fight to make the wealthy bear their share of taxes the Senate's special committee that is investigating the internal revenue bureau presented sensational evidence to show how wealthy taxpayers and corporations are favored. Millions of dollars have been refunded by secret rulings and open favoritism. It was shown that the three Mellon banks in Pittsburgh were permitted to ignore the law and file returns that saved them hundreds of thousands of dollars

Opponents of the bill repeatedly charged that the measure is intended to shift the war debt to the common people and permit war profiteers to escape with their loot.

Every man knows his faults. You know yours. Through all the wasting days of the years that life devours unsatisfied, faults crowd on men like wolves on the track. Now and then some poor wretch is pulled down by them and left by the wayside. But it is always open to every man to face his faults and fight them, to destroy the pack instead of letting the pack destroy him.

Compensation Bills Opposed by Employers

Albany, N. Y.—Employers are opposed to amendments to the state compensation law, now pending in the general assembly. One of these proposals recommended by Governor Smith would increase the maximum weekly compensation from $20 to $25. This is urged because of the increased cost of living.

Another bill would extend compensation to all occupational diseases not specifically defined in the present law.

In opposing these bills, employers make the usual plea, "increased costs."

Good Business

"The way to check a threatened business depression is to cut prices and increase wages," Henry Ford said in an interview published in the current issue of Collier's Weekly.

"It is good business," said Mr. Ford, "always to raise wages and never to lower them. Higher wages and lower prices mean greater power—more customers."

The theory that the right prices for a commodity are "what the traffic will bear," and the right wage is "the lowest sum a man will work for," is an unsound one, the automobile manufacturer believes.

"The right price is the price an article can steadily be sold for," he said, "and the right wage is the wage the employer can steadily pay."

OUR INTERNATIONAL UNION made one of the largest donations to the striking anthracite miners in answer to the appeal sent out by the American Federation of Labor. We sent a check for $5,000 to help towards feeding the miners and had the strike continued we were prepared to send further funds. Only one other union contributed as large a sum. This money, with other money we have in our treasury, comes from the pennies contributed, each month, by our members in the form of per capita tax. Our per capita tax, on each member in good standing, is one penny a day. This money is taken care of in the General Office, is properly invested; helps run the organization; helps toward the support of the Federation; helps in all worthy causes to maintain union principles, such as the anthracite strike; helps in many other purposes and instances too numerous to mention, and pays the legitimate running expenses of a large institution such as ours. In addition to this, it helps in carrying on strikes, by the payment of strike benefits to local unions legally entitled to same and from the pennies received in the form of per capita tax we have saved $1,300,000 for future emergencies and needs.

A Matter of Terms

When members of Congress ignore party lines and vote for a reduction of high income taxes and the inheritance tax, this group is called "a coalition."

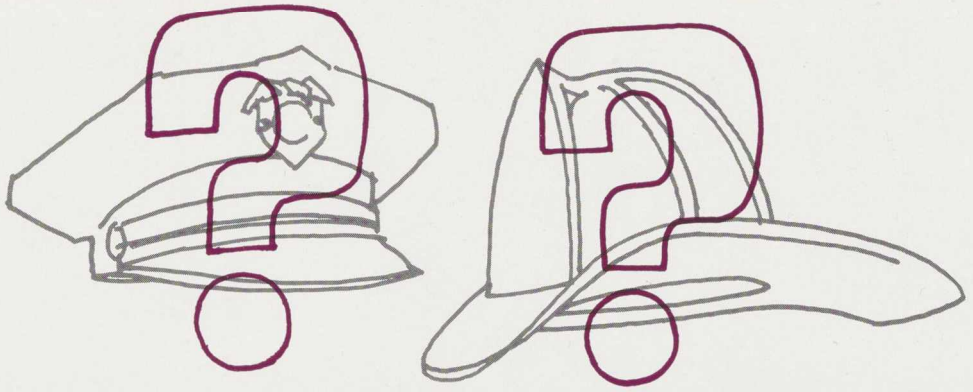
When other members of Congress ignore party lines to secure remedial legislation for wage workers and farmers, this group is referred to as "a bloc"—a hateful thing of foreign importation that threatens our party system and even the fundamental principles of our government.

Stores Complain of Soft Coal Soot

New York.—Merchants in this city complain that soft coal soot is costing them millions of dollars. When the anthracite strike started, these merchants gaily stoked up on bituminous coal. Now they say the venture has cost them $100,000,000 in goods damaged. They want a public meeting called to protest against the further use of anthracite substitutes, and are not nearly so sure that the hard coal market in this city has been destroyed.

Apartment and home owners have joined in the protest. They say draperies, upholsteries, rugs, carpets, clothing and linens are being ruined by soot, ashes and smoke given off by soft coal.

The man jealous of his wife is usually insane. Although he may appear sane he is not normal. Jealousy is a sure form of insanity. The man jealous of his fellow worker, because said fellow worker is honored by the union, or because he has more brains, is dangerous. Look out for this kind of sour, self-hating individual He will trim his best friend if he gets a chance. He is the kind of fellow that turns state's evidence in order to save himself. There is honor and glory enough for all. Rejoice when your fellow worker is honored. If you are real, you will.



LABOR'S PLACE IN HISTORY

ADVOCATES of unionism for police and firemen are missing the boat when they permit critics of such organization to set the tone of the argument.

Those opposed to trade unionism for such officers always dwell upon the public service aspect of the job. Thou shalt not strike and endanger the public welfare, etc.

The point is irrelevant. If there is any body of men sensitive to the public welfare, it certainly has to be those who work as policemen and firemen. They serve their working lives as flesh-and-blood shields.

Rather, the true point of the argument is whether lawmen and fire fighters are people, too. The discussion should emphasize whether such officers are wage earners with family needs and responsibilities. Or shall they continue to be treated as municipal economic slaves without personal rights or rewards?

Foes of police-fire unionism avoid discussing the sacrifices such men make. The one job is often as unpopular as it is dangerous; the other work is smothered with a glamour that hides death in smoke and flames.

Perhaps not so unexpectedly, the greatest opponents of unions for police and fire fighters are often those furthest removed from street crime and holocaust. Take, for example, James Vorenberg, a professor at Harvard Law School. He was quoted by the *Wall Street Journal* recently as saying the Teamster success in organizing police officers "certainly makes me nervous."

Vorenberg, who leads a golden life in collegiate ivy compared with people in grubby ghettoes, also panned the Teamsters as "an organization with no real stake in the civil liberties-civil rights aspect of policing."

The professor apparently has not heard of America's labor movement that, partly through muscle, has grown so dramatically in the past 40 years. He seems unaware of the head-thumping picketline and organizing struggles of the past in which Teamster and other union agents defended themselves against company goons, national guardsmen and yes, police.

If there is anything that will give a man a balanced perspective on civil liberties and rights, it's a few unexpected lumps on the head. Professors usually never develop the scars that can be gained in this kind of grass-roots living.

The Harvard professor errs greatest, however, when he gets away from what he probably deems a safe and popular attack on Teamsters who try to organize policemen into the union.

"Police," the *Journal* quoted Vorenberg, "because they are armed, because of their power over arrest, because of the enormous discretion they exercise, *should be particularly responsive to local control.*" (Italics added.)

The view is archaic. It suggests municipalities should create a condition which spawns the bad cop who takes bribes, steals, averts his eyes from duty and fails his oath. That's what happens when an officer is victimized by "local control." It discourages him from concentrating on maintaining public safety for people.

Is there really any doubt that policemen and firemen need money to buy bread for their families just as do professors and other folks? In reality, an officer's only reward, other than an occasional citation, is the prospect of advancement.

Not so long ago, both Kansas City and New York City—which will host the Republican and Democratic conventions this summer—made a pitch to the federal government. They asked for more than $5 million to "train and beef up" their police forces for the conventions. Probably little of the money would go into the paychecks of officers.

Yet, is it not reasonable to assume that a well-paid policeman and fireman, secure with a union contract, would have less personal worry and be better equipped to do a superlative job?

Training? They've had that.

Cash under a Teamster contract is a greater resuscitator of responsibility, spirit, dedication and effectiveness.

LABOR NEWS IN THE HEADLINES

WASHINGTON, D.C.	With its usual lack of sympathy for the needs of breathing people, the U.S. Chamber of Commerce is party to a suit asking the Supreme Court to declare illegal the payment of welfare benefits to strikers.
MILWAUKEE, WIS.	Labor Department personnel connected with pension affairs are in the midst of an 11-week instructional seminar. The program is aimed at helping them to develop knowledge and skills they will need to effectively administer the complex pension law.
ANN ARBOR, MICH.	A former professor at the University of Michigan figured out: Family income in the United States today is 10 times what it was in 1776—earned in a workweek in which the hours have been cut in half.
WASHINGTON, D.C.	The "1975 Handbook of Women Workers," covering the economic and legal status of women workers, was issued recently by the Women's Bureau of the Labor Department. The 435-page publication is the first such handbook to be issued by the Labor Department in five years.
WHITESBURG, KY.	It took the deaths of 26 men before federal safety officials finally shut down the Scotia Coal Co., mine at Whitesburg. Fifteen men died in a first explosion. Two days later, 11 were killed—including three federal safety inspectors—in a second blast.
UNDATED	A Labor Department survey of 560 correctional institutions concluded that prison inmates in the United States generally receive inadequate job training. The department's report added that inadequacies in prison job-training programs amount to "a serious waste of human and material resources."
UNDATED	An arbitrator recently ruled that a management search of a worker's property may require a search warrant. The arbitrator evoked the suspension of an employee who refused to allow his boss to search his car for alcohol.
UNDATED	A survey by Conference Board, a private research group, concludes that dental insurance is the fastest-growing fringe benefit for workers. A study of 1,600 companies found that 19 per cent have dental plans—up from 8 per cent five years ago.
WASHINGTON, D.C.	The Supreme Court ruled that the First Amendment's free speech guarantee does not bar the owner of a shopping center from prohibiting labor picketing in front of one of the stores within the shopping center. The decision was divided.
WASHINGTON, D.C.	More than one million non-postal federal workers were covered by union contracts—for the first time—in November, 1975, according to the U.S. Civil Service Commission. The total of 1,083,017 was a gain of nearly 100,000 over the mark of 985,000 a year earlier.
ST. LOUIS, MO.	Apparently the National Right-to-Work Committee has a big push planned to try and ban the union shop in Missouri. In response, the United Labor Committee of Missouri has been formed to combat "the growing number of anti-union, anti-working people forces" in the state.
SEATTLE, WASH.	The Daughters of the American Revolution claim there would be no unemployment in the United States if everyone followed the ideas of George Washington who once placed a newspaper ad for a cook "who could do a perfect job, didn't drink and could be trusted."

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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ON OUR COVER:

Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling are shown presenting the charter for the Canadian Conference of Teamsters to Conference Director Edward Lawson (center). The action took place at the Founding Conference March 9, 1976, in Toronto.

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FROM THE FIELD

MEMBER CREDITED WITH SAVING LIFE

The California Highway Patrol has commended Dale Lea, a member of Teamster Local 381 in Santa Maria, Calif., with saving the life of a motorist he found injured at a wreck scene.
Lea, a driver for Bulldog Trucking, pulled over to assist when he came upon the accident. After setting up flares, he checked the car's injured occupants.
One individual had ceased breathing. Lea immediately began administering mouth-to-mouth resuscitation until help arrived.
The accident victim revived under Lea's life-saving technique.

RETIREMENT PARTY GIVEN FOR PREXY

The executive board of Teamster Local 301 in Waukegan, Ill., gave a retirement party for Willard J. Maddock, former president, recently.
Maddock, who spent 27 years as a member and officer of the local union, was presented a plaque for his service.

TOP DRIVER DOUBLES AS RING ANNOUNCER

Raymond J. Hansen of Teamster Local 299 in Detroit, Mich., Michigan's "driver of the year," has a hobby that keeps him busy. He's a member of the West Michigan Golden Gloves Tournament Committee and has served as the ring announcer for the past 11 years.

FLYING TEAMSTER RECORDS SONG

Doug Baker, a member of Teamster Local 2707 who works as a flight engineer for Trans International Airlines, recently cut an 8-track cassette of music composed and played by himself.
Baker, who got his first guitar through a mail order house and later learned to play from other guitarists, began putting his songs together when he began flying. Most of them are about life on the airways.
The young engineer, whose first musical hero was Elvis Presley, hopes someday to make a success as a song writer.

INDIANA OFFICER DIES IN SLEEP

William C. Jenkins, long-time president of Teamster Local 298 in Michigan City, Ind., died in his sleep recently.
Head of the local union for 25 years, Jenkins also had served as president of the Indiana Conference of Teamsters. He later was appointed an organizer for the Central Conference of Teamsters.
Jenkins also was a member of the National Master Freight negotiating committee.

BRAJAVICH RETIRES AT OREGON LOCAL

Nick Brajavich has retired as secretary-treasurer of Teamster Local 220 in Portland, Ore., after serving in the job since 1968.
Brajavich joined Local 220 in 1952 and soon became an officer, serving as vice president, president and recording secretary before being elected as the chief executive officer.
Besides his Teamster work, Brajavich was also very active in Portland civic affairs as a member of numerous commissions and committees.

BUSINESS AGENT ON COMMISSION

Fred Martinez, a business representative for Teamster Local 542 in San Diego, Calif., recently was elected chairman of the San Diego County Human Relations Commission.
Martinez has been a member of the commission since its inception in 1970.
He also has served on the Mayor's Committee for Jobs, the Mexican American Advisory Committee and the International Labor Advisory Coordinating Committee.

MEMBER WINS MILLION IN ILLINOIS LOTTERY

William Walker, a member of Teamster Local 525 in Alton, Ill., won the million-dollar prize recently in the Illinois state lottery. Walker, a driver for CBW Transport will receive $49,000 annually from the state for the next 20 years—which is $20,000 shy of a million, but, oh well. . . .

REVELLESE LEADS TELETHON EFFORT

Otto Revellese, vice president of Teamster Local 456 in Elmsford, N.Y., was cited recently by United Cerebral Palsy of Westchester for his work in the organization's 25th fund-raising telethon.
Revellese organized a contingent of Teamster volunteers who worked throughout the weekend manning a block of telephones.
At the telethon's conclusion, more than $50,000 had been raised.

DRIVERS 'O' MONTH IN WYOMING, MISSOURI

Teamsters winning recognition as drivers-of-the-month recently included: Marvin Lister, a member of Local 307 in Casper, Wyo., who works for Consolidated Freightways; Bobby E. Jones, a member of Local 955 in Kansas City, Mo., who works for the Alton Box Board Co., of Blue Springs, Mo.

JOINT COUNCIL 28 HONORS RETIREES

Ten retired Teamsters Union officials were honored at Joint Council 28 ceremonies in Seattle, Wash., recently. Gifted with engraved pen and pencil sets were: Frank Donovan of Local 38; Kenneth Babbitt, Local 117; Kenneth Baker, Local 472; Don Mayer, Local 524; Herbert Worden, Local 378; Tommy McHugh, Local 882; Morris Cohen and Melvin Johnson, Local 763; Edward Nelson, Local 566, and Jack Kugland, Local 130. IBT Vice President Arnie Weinmeister, president of the council, made the presentations.

OBSERVATIONS OF THE GENERAL PRESIDENT



THERE IS LITTLE of significance that happens in this busy, throbbing nation of ours that is brought about by coincidence. Rather, the important things happen because men work at overcoming problems.

For example, once there was no International Brotherhood of Teamsters. But teamsters, rankled with long hours in and out of the barn at low pay, felt the need for unionism. So they created a union.

Decades later, those early pioneers still living must thrill with pride. They have seen their brotherhood grow by welcoming other workers suffering from similar economic needs. Now the IBT has in excess of two million members laboring at almost every conceivable occupation in the United States and Canada.

This is by way of reminding the reader that the Teamsters Union is the largest labor organization in the free world. It has become such through continuing success. Little of this achievement has been the result of happy accident or coincidence. It has all been hard work, brotherhood and solidarity.

The membership in the freight industry is one of the most cohesive elements in the union, and no longer guides teams of horses. Instead, they steer giant machines of engines and wheels. The work is just as demanding, however. As in the past, the blend of mobility and change lends an exclusive glamour to the job.

For our membership working in the freight industry—and to support the members working in the other jurisdictions in the International Union to gain more job protections as unionists—it was necessary a few years ago to create what is called the National Master Freight Agreement. It took hard work by a lot of Teamsters.

That contract has proven beneficial to both our members and their employers. We have been busily engaged in the past few weeks in negotiating the fifth renewal of that highly effective document.

The task of negotiations this time has been more difficult for two reasons. We have today, more than in the past, the eroding influence of inflation; we also have an outside movement that is being advised by sources whom I question. I think you should also question the source of the parties who are advising these people seemingly dedicated to crippling prospects for Teamster success.

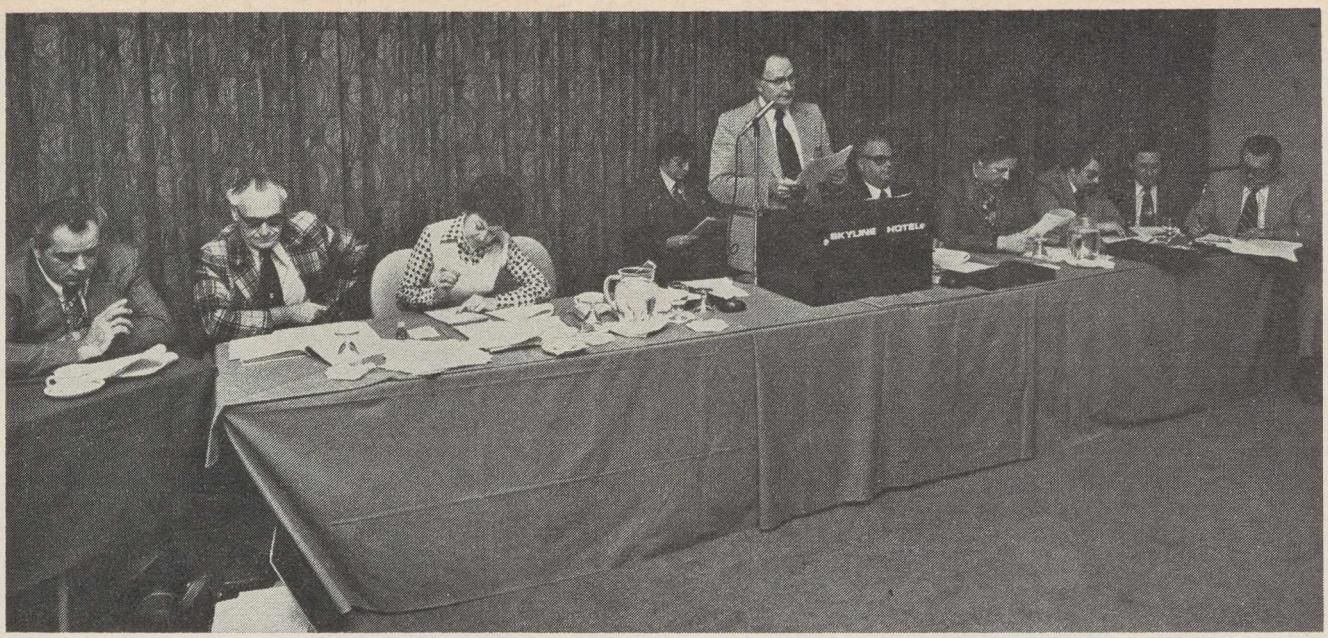
Teamsters Union members, in the early 1970's, all did their part in trying to halt inflation. Now we are forced—in the area of cost-of-living language, for instance—to protect ourselves against future inflation.

Meanwhile, the foes of organized labor are working overtime to try and cast doubts on Teamster honesty as well as efforts. The recent NBC network television series on "Teamster Power"—an ax job of half-fact, distortion, lies and exaggeration—is an example.

The International Brotherhood of Teamsters has not progressed through the years by accident or coincidence. It will not do so in the future.

We in the Teamsters Union will continue to achieve, to move forward to do everything in our "power" to benefit the membership.

Frank E. Fitzsimmons



The Coordinating Committee of the Founding Conference for the Canadian Conference of Teamsters listens as by-laws are considered by delegates. From left to right, Larry Martin, Local 362; Robert L. Wilson, former director of the Central Conference of Teamsters Canadian Division; Dorothy Langdon, committee secretary; Edward Lawson, Canadian Conference director; Peter Wilson, Local 464 (at rostrum); Omer Malboeuf, Joint Council 91; Edward Zimmerman, Local 31; Louis LaCroix, Local 1999; Joseph Contardi, Local 879; Charles Thibault, Joint Council 52.

Charter Presented

Canadian Conference of Teamsters Holds Founding Session in Toronto

TEAMSTER local unions in Canada have been issued a charter by General President Frank E. Fitzsimmons establishing the Canadian Conference of Teamsters.

More than 100 representatives of Canadian local unions were participants March 9, 1976, in Toronto at the Founding Conference.

In addition to Fitzsimmons, they were joined by Teamster General Secretary-Treasurer Ray Schoessling, Central Conference Director Roy Williams, Southern Conference Director Joseph Morgan, Western Conference Director M. E. 'Andy' Anderson, and IBT Vice President Robert Holmes.

The Founding Conference of the Canadian Conference of Teamsters was chaired by Edward Lawson, IBT Vice President from Vancouver who has been named International Director of the Conference by General President Fitzsimmons.

Delegates approved Conference by-laws and established a national office, regional offices, Conference trade divisions, and concurred in staff appointments.

Conference headquarters will be in Ottawa, and three regional offices will be located in Montreal, Toronto, and Vancouver.

Named to direct the activities of the regional offices are:

—In Montreal, Omer Malboeuf, president of Joint Council 91.

—In Toronto, Robert Wilson, formerly director of the Canadian Conference of Teamsters.

—In Vancouver, Peter Wilson, vice president of Joint Council 36 and secretary-treasurer of Teamster Local 464.

Also established were four Conference trade divisions. They are:

—The Construction Division with IBT General Organizer Joseph Whiteford from Vancouver as director. Brother Whiteford will be assisted by William Tiller, secretary-treasurer of Local 847.

—The Freight and Cartage Division with IBT General Organizer and Joint Council 52 President Charles Thibault as director.

—The Brewery and Soft Drink Division with Louis LaCroix, president of Teamster Local 1999, as director.

—The Warehousing and Miscellaneous Division with Jack Robinson, president of Teamster Local 419 as director.

Formation of the Canadian Conference of Teamsters was authorized by the IBT general executive board at its October, 1975, meeting.

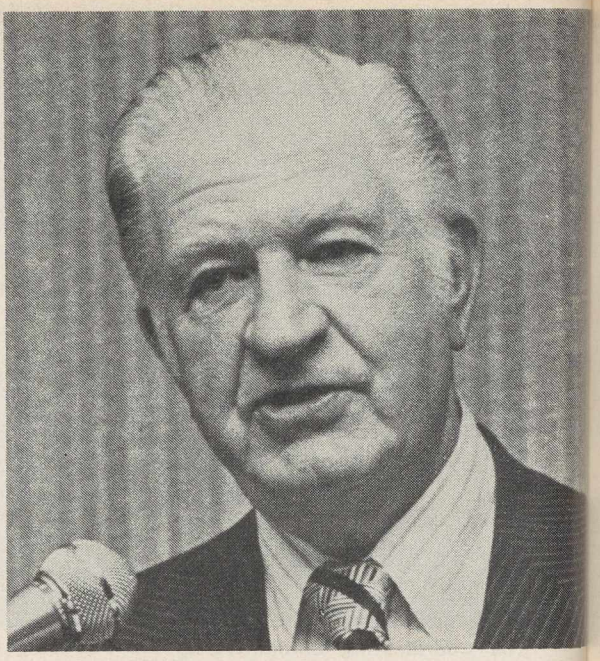
Formerly, Canadian local unions were affiliated with the Western, Central or Eastern Conferences, depending upon their geographical location.

In detailing immediate plans for the Canadian Conference, Lawson announced that establishment of a research department in Ottawa with a bilingual director was of first priority.

The first meeting of the Conference policy committee, to be elected in accordance with adopted by-laws, will be held during the International Union convention in Las Vegas, Nevada, the week of June 13, 1976.



Fitzsimmons: "Set your responsibility to the membership of Canadian local unions and to organize unorganized Canadian workers."



Schoessling: "You have the opportunity to better represent the membership and you have a great potential for organizing the unorganized."

Historic Occasion

Fitzsimmons-Schoessling Hail New Canadian Conference

BOTH Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling called the establishment of the Canadian Conference of Teamsters an historic and memorable occasion.

Speaking at a banquet session of the Founding Conference of the Canadian Conference of Teamsters in Toronto, March 9, 1976, Fitzsimmons predicted great things for the membership in Canadian local unions now that the Conference has been chartered.

"All I am asking of Canadian Teamster officials," Fitzsimmons said, "is that you set your responsibility to work for the best interests of the membership you represent and to organize the unorganized worker in Teamster jurisdiction."

The Teamster general president noted the possibilities for a growing Canadian membership in the International Union, saying that the potential is for a 40 to 50 per cent growth in a year or two. Canadian membership in the International Brotherhood of Teamsters now stands at 75,000.

Fitzsimmons reminisced about his early association with Canadian Teamsters, especially his association with early milk strikes and the 13-week freight strike in Ontario in the mid-1950's. He said that the culmination of the Canadian Conference of Teamsters resulted from the desire of Canadian local unions to sacrifice individualism for the cohesiveness of a conference structure.

Schoessling, too, hailed the establishment of the Canadian Conference as an opportunity for better representation of the membership and a potential for organizing non-union workers in Canada.

The Teamster general secretary-treasurer has a long association with Canadian local unions, both as former director of the IBT Brewery and Soft Drink Division and as former director of the Central Conference of Teamsters.

Schoessling suggested one potential for the Canadian Conference is the establishment of a national freight agreement in Canada.

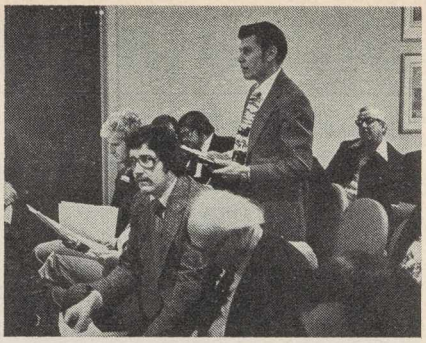
Schoessling complimented Fitzsimmons on the appointment of Edward Lawson as Conference director, calling Lawson one of the great leaders in the International Union.

He noted that he was especially impressed with the enthusiasm of representatives of Canadian local unions to accept the challenge of a conference structure.

Canadian Conference Director Edward Lawson (at mike) introduces dignitaries at head table at Founding Conference. From left to right, Robert Wilson, formerly Central Conference director of the Canadian division; Charles Thibault, president, Jt. Council 52; Paul Steinberg, Central Conference; Larry Martin, Local 362; Peter Wilson, Local 464; Lawson; General President Frank E. Fitzsimmons; General Secretary-Treasurer Ray Schoessling; Western Conference Director M. E. 'Andy' Anderson; Central Conference Director Roy Williams; IBT Vice President Robert Holmes; and Joseph Morgan, Southern Conference director.





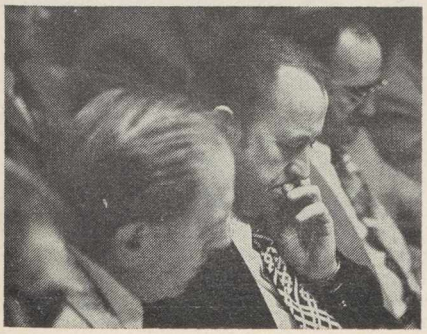







Adopting Canadian Conference By-Laws

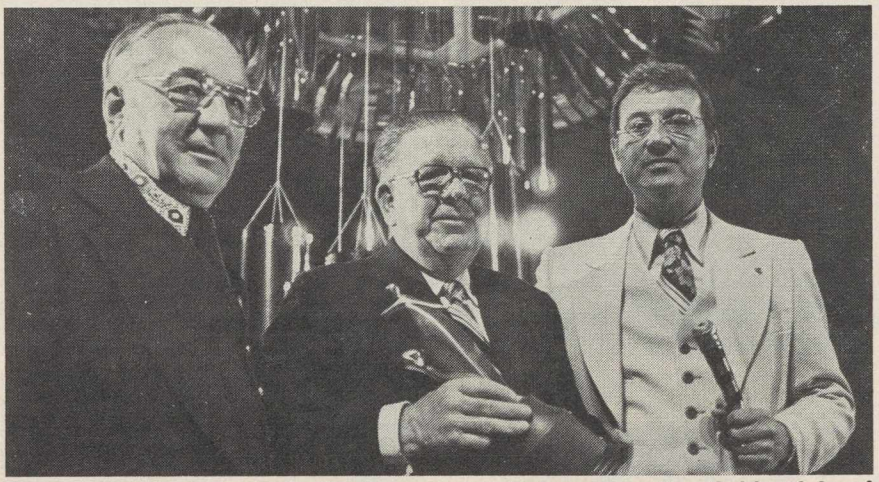




'Spirit of Love'

Fitzsimmons Receives Award For His Work with Little City



General President Frank E. Fitzsimmons (center) receives the 'Spirit of Love' Award from Robert Dachman of Little City (right) as Dinner Chairman Bill Joyce, sec'y-treas. of Local 710 looks on.

BEFORE AN overflow crowd in the International Ballroom of the Conrad Hilton Hotel in Chicago, Frank E. Fitzsimmons has become the first recipient of the National Spirit of Love Award, presented by the Little City Foundation.

The award was presented to the Teamster General President at a national tribute dinner March 21.

Funds from the dinner go to support mentally and blind retarded children receiving treatment at Little City in Palatine, Ill.

Fitzsimmons has long been a benefactor for Little City children. The annual Frank E. Fitzsimmons Invitational Golf Tournament has raised thousands of dollars for Little City over the years.

Joining in the Chicago tribute to Fitzsimmons were Teamster officials, management representatives, officials of other unions and friends of the Teamster leader.

Fitzsimmons accepted the award saying: "I accept this award in all humility and thank you for your support for those who cannot achieve a meaningful and productive life without your help." Fitzsimmons noted that individuals of good will must go it alone in helping retarded children.

He was especially chagrined following a news conference at which the media ignored the dinner in their questions, and were not interested in Teamster efforts to help retarded children.

He accused the news media of ignoring positive efforts toward a better America, choosing instead to report only the negative.

Teamster General Secretary-Treasurer Ray Schoessling told the audience that the Spirit of Love Award was dual in nature. He said it symbolizes the love expressed by those who support the children of Little City and expresses the love "we have for General President Fitzsimmons."

The award was presented by Robert Dachman, executive director of Little City. Dinner chairman was Bill Joyce, secretary-treasurer of Teamster Local 710 in Chicago. Both were highly praised by Fitzsimmons for their work with retarded children.

Three of every 100 children born in America each year are mentally handicapped. They can be disabled by more than 200 different diseases. Dachman told the dinner guests the National Spirit of Love Award has been initiated to focus national attention on the problem of mental retardation. Also, he said, the award each year will honor an outstanding American who has earned national gratitude for leadership in giving hope to children who suffer from mental retardation.

Members of the Teamster general executive board joined in the tribute to Fitzsimmons and were seated at the dinner dais.

Oath of Obligation



James R. Boyd, president of Teamster Local 505 in Huntington, W.Va., administered the oath of obligation to 100 newly-organized members employed by the F. W. Means Co. Also taking part in the ceremony were Donald Bartram, secretary-treasurer, and Buddy Cooper, business representative.

Don't Buy

Teamsters Call Boycott Of Anheuser-Busch Products

FRANK Seban, secretary-treasurer of the Teamster Union's Brewery and Soft Drink Division, March 19 charged the Anheuser-Busch Brewing Company with producing its beer, filling its barrels, and shipping its products with supervisory labor at several of the company's struck breweries in this country.

Busch's operation with supervisors and other non-union employees represents the first attempt in more than 80 years by a U.S. brewing company to break a strike of its employees and leaves us no recourse but to urge consumers to boycott Budweiser, Michelob, and other Anheuser-Busch brands, Seban said.

The statement was made after a series of bargaining sessions under the auspices of the Federal Mediation and Conciliation Service in Chicago failed to bring the company and striking Teamster local unions any closer to resolution of the issues which caused the walkout at midnight February 29, 1976, when the contract expired.

Seban emphasized that beer has been historically regarded as the workingman's beverage and the brewing companies have always regarded the union label of their products as a valuable sales asset.

He added that since all other brands of beer made in this country are produced by union labor, the consumers will be urged to buy any brand other than those of Anheuser-Busch until the scab operation ends and a settlement of the strike is reached.

Seban reported that the union members are determined to pursue their strike—now in its fourth week—until job security and related issues are resolved.

Contract Talks

Policy Committee Supports Master Freight Negotiators

MORE than 500 members of the National Master Freight Negotiations policy committee unanimously supported the stance of the Teamster negotiating team led by General President Frank E. Fitzsimmons and his co-chairman Vice President Roy Williams in a meeting at Chicago, Ill., March 24th.

Fitzsimmons, as chairman of the International Union negotiators, reported to the policy committee the details of the final management offer made by Trucking Employers, Inc., as representative of major carriers in the industry, as the midnight March 31st expiration of the current contract was only a week away.

The General President said it was the negotiating team's recommendation that the TEI proposal, characterized as woefully substandard, be rejected.

After a brief discussion, the more than 500 policy committee members unanimously approved the recommendation to reject the TEI contract terms.

Vice President Williams, then read a final Teamster "compromise" offer made to the employers. Williams said it was the negotiating team's recommendation that the counter proposal be adopted.

The policy committee agreed with a unanimous roar and then delivered a standing ovation for the negotiators led by Fitzsimmons.

Fitzsimmons then requested the policy committee members to return to their local unions with freight jurisdiction for scheduled weekend meetings, and report on the situation while the negotiating committee remained at work in Chicago.

It was recommended that the membership be urged to take a strike vote which would require, by IBT constitution, a two-thirds majority to gain approval. This was being done as *The International Teamster* magazine went to press.

Fund Raiser



Mae Burns, business representative for Teamster Local 995 in Las Vegas, Nev., recently was named residential crusade chairman for the American Cancer Society of Southern Nevada.

Bargaining Ruling Won In Indiana

Teamster Local 135 of Indianapolis, Ind., won the decision recently when the National Labor Relations Board issued a final judgment against Tom Taylor Foods, Inc., for refusing to bargain with the union as representative of drivers and warehousemen.

The Board granted a motion for a summary judgment when the company admitted it had not affirmatively responded to a union request to bargain. The company also attacked the appropriateness and scope of the unit, and objected to conduct involving the election.

But the Board concluded that the employer was simply attempting to relitigate the same issues raised in an earlier proceeding. Tom Taylor Foods was ordered to cease the illegal conduct and bargain with Local 135 upon request.

● Trash Haulers

Truck drivers and a mechanic employed by N.E.C. of Pennsylvania, Inc., a trash hauling firm in Montgomeryville, Pa., voted for representation by Teamster Local 384 of Norristown, Pa., in a recent National Labor Relations Board election, according to Gaspar Scardino, secretary-treasurer of the local union.

STATE OF THE UNION

Airline Victory

Northwest Flight Attendants Dump Pilot Union for Teamsters

SOME 2,135 flight attendants employed by Northwest Airlines have come into the Teamster fold after dumping their affiliation with the Air Line Pilots Association.

Marvin Griswold, director of the Teamster Airline Division, said the results of an early March mail ballot conducted by the National Mediation Board were:

—899 votes for the Teamsters.

—600 votes for ALPA.

—150 write-in votes for the Machinists who unsuccessfully tried to intervene in the election.

The change in union representation had its origin last summer when the Northwest attendants, highly dissatisfied with ALPA's representation, approached Teamster affiliates and asked for help.

Griswold said the Northwest people would get the help if they could show a 35 per cent interest. The attendants got the cards signed and the Teamster Airline Division went to work.

Chuck Woods coordinated the campaign to win what was to become the largest flight attendant unit in the Teamster membership. A petition for election was soon filed with the NMB and the mail referendum was set.

Northwest attendants, most of them based in Minneapolis, Minn., and Seattle, Wash., cast their ballots and made history. NMB certification came in mid-March.

Working with Woods on the successful campaign were: Vickie Saporta, an organizer assigned by Norman Goldstein, director of the IBT Department of Organization; Jack Jorgensen, Jr., an organizer from Teamster Joint Council 32; Kathy Maul and Lew Prulitsky, Airline Division organizers.

Tennessee Retiree Writes Fitz

Dear Bro. Fitzsimmons:

I want to express my sincere thanks and appreciation to you and the union for the fine pension I am now receiving; also the staff at Teamster Local 984 in Memphis, Tenn., for what they did for me.

Fraternally yours,
John L. Cowgill,
Memphis, Tenn.

Cancer Fighter



Paul Winters, a member of Teamster Local 525 in Alton, Ill., is shown with his wife on an outing. Winters survived a bout with cancer and since has devoted all his spare time to aiding the American Cancer Society which assisted the family greatly during the Teamster's illness.

● Scholarship

Teamster Local 911 of Los Angeles, Calif., has established a college scholarship fund for children of members. The fund will provide one grant annually with a value of $4,000 for use over a 4-year period at the rate of $1,000 per year. The first award will be made for the 1976-77 year.

Strike Wins Contract



Members of Teamsters Local 810 in New York City gained a contract with Hughes-Treitler Mfg. Corp., in Garden City, N.Y., after a strike at the plant which employs 100 production workers in manufacturing specialty precision equipment for aircraft and spacecraft. Local 810 President Dennis Silverman credited IBT strike benefit checks with convincing management it was pointless to avoid signing a contract.

Wisconsin's Best



Wilfred Carnahan (right), a member of Teamster Local 75 in Green Bay, Wis., recently was named Wisconsin's 'driver-of-the-year' and received his award from James Peterson, Wisconsin Motor Vehicle administrator. Carnahan has driven 34 years without preventable accident as an employee of L.C.L. Transit in Green Bay.

● In California

Employees of Malugani Tire & Brake Co., in Mill Valley, Calif., voted unanimously for Teamster Local 624 of Novato, Calif., in a recent representation ballot, according to William Hampton, secretary-treasurer of the local union.

A DRIVE Effort

Ohio Teamsters Score Major Legislative Victory

THE OHIO House of Representatives recently repealed the five year mandatory driver's license suspension law. This action followed a year of intense legislative action by Ohio DRIVE, the political voice of more than 130,000 Teamsters in Ohio.

In hailing the favorable vote of 86-4 Jackie Presser, president of Ohio DRIVE, stated: "This action lifts an unjust and harsh load off the backs of our members who serve the factories, farms, stores and homes of Ohio. The five year mandatory suspension had the effect of depriving drivers of their right to be employed as the result of 24 penalty points accumulated over any 10 year period.

"Teamsters in Ohio favor fair and just enforcement of motor safety laws. The six month suspension for an accumulation of 12 points during a two year period remains as part of Ohio law," he added.

The legislation, Amended Senate Bill 65, originally passed the Ohio Senate in 1975 by a 30-2 margin.

Presser continued: "This political victory is another demonstration of Teamsters working efforts to represent the governmental interests of our members, their families and all Ohioians."

Teamster Legislative Representative A. W. Mininni said in Columbus: "All through this legislative process the members of the 111th General Assembly gave Ohio DRIVE, the Teamster political organization, a fair hearing and every consideration. We respect their willingness to re-examine the motor safety laws and repeal a law they originally passed in 1970."

Garden Champ



As the nation's gardeners dust off their hoes and cultivators, Henry Williams, Local 651, Lexington, Kentucky, submitted this picture of last year's crop. He is shown here (left) with Ken Silvers, secretary-treasurer of Local 651. The largest of the two turnips weighed 8 lbs., 7 oz., and was 11 inches in diameter. Williams, city driver for McDaniels Trucking, says Kentucky blue grass, race horses and attractive women aren't the only things for which Lexington is proud.

Oklahoma Case Won By Local 886

Diamond Crystal Salt Co., of Moore, Okla., illegally refused to bargain with Teamster Local 886 of Oklahoma City, Okla., according to a recent ruling of the National Labor Relations Board.

The Board issued the ruling on a motion for summary judgment favoring the Teamster affiliate as certified representative of all production and maintenance workers, inspectors, warehousemen and custodians employed at the company's operation in Moore.

The employer had asserted that employee turnover since the representation election won by Local 886 rendered the results "unrepresentative of present employee sentiment."

It is well settled, noted the Board, that an employer's obligation to bargain extends one year from the date of certification. Furthermore, employee turnover does not constitute "unusual circumstances" according to a Supreme Court decision.

Diamond Crystal was ordered by the Board to cease its unlawful conduct and bargain with the Teamster local union upon request.

STATE OF THE UNION

Covers 400

Ross Bicycle Workers Gain In New Teamster Agreement



Observing the signing of a new Teamster contract with Ross Chain Bike Corp., by Al Abruzzi (seated left), Local 773 president, and William Ehrlich (seated right), is the plant committee of (left to right): Angel Cruz, Joseph Cintron, Cesario Rivera, William Hollinger, Nat Cardenales and Emily Hallman.

FOUR HUNDRED members of Teamster Local 773 of Allentown, Pa., scored substantial gains in a new agreement negotiated with Ross Chain Bike Corp., a manufacturer of quality bikes.

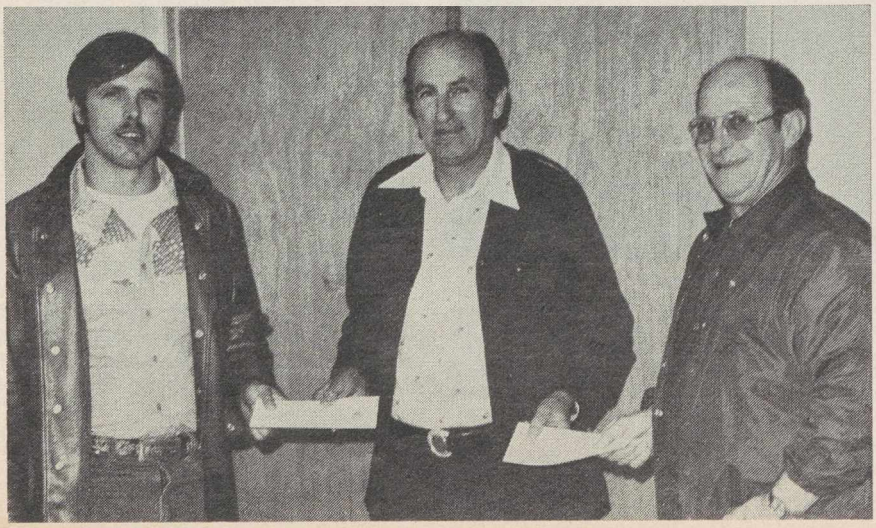
Al Abruzzi, president of Local 773, said the 2-year contract provides gains that reflect the highest wages in the industry.

Ross bicycles are the only bikes produced by Teamsters Union members, according to Abruzzi.

Abruzzi credited the plant committee with excellent assistance during the negotiations, including Angel Cruz, Joseph Cintron, Cesario Rivera, William Hollinger, Nat Cardenales and Emily Hallman.

Grievance Awards

Joe Davis (center), secretary-treasurer of Teamster Local 684 in Eureka, Calif., presents checks totaling more than $2,900 to John Ankrom (left) and Bruce Feindel. The members won the awards in a 3-month grievance proceeding for violation of their seniority.



Large Unit Goes Teamster In Oregon

More than 100 employees of Dorfilee Mfg., voted heavily in favor of representation by Teamster Local 206 of Portland, Ore., in an election recently.

The National Labor Relations Board said 110 employees were eligible to cast ballots. The vote was 75 to 26 in favor of the union.

Jack Lester of Local 206 said the organizing campaign was aided by Teamster Joint Council 37 as well as Teamster Local 162 in Portland.

St. Louis Local Wins Decision On Bargaining

Alpers Jobbing Co., Inc., unlawfully refused to bargain with Teamster Local 688 of St. Louis, Mo., according to a ruling recently by the National Labor Relations Board.

Granting a motion for a summary judgment, the Board concluded that the company's objections to an earlier decision raised no new substantial or material issues warranting a hearing in the case involving warehouse workers represented by the union.

Alpers Jobbing was ordered by the Board to cease its illegal activity and to bargain with Local 688 upon request.

New Jersey Local Wins NLRB Case

The National Labor Relations Board ruled recently that National Beryllia Corp., of Haskell, N.J., unlawfully refused to bargain with Teamster Local 177 of Irvington, N.J., certified bargaining agent for all production and maintenance workers.

The decision came on a motion for summary judgment in which the Board declared that all issues raised by the employer were or could have been litigated in the prior proceeding. Furthermore, the company offered no new or previously unavailable evidence.

National Beryllia was ordered by the Board to cease the illegal activity and bargain with Local 177 upon request.

In Indiana

Fleet-Footed Trucking Owner Loses Decision to Teamsters

AN employer who tried to exercise fleet footwork lost the decision to Teamster Local 298 of Michigan City, Ind., recently.

The National Labor Relations Board ruled against Perschke Hay & Grain of La Porte, Ind. The Board decided that the employer, when faced with a lawful demand for recognition by Local 298 as representative of over-the-road truck drivers, changed to an "owner-operator" method of operation, discharged all its drivers and refused to bargain with the Union.

All the actions, said the Board, were in violation of the law.

It was found by the Board that the alleged sale of the company's trucks did not effectively divest the employer of control over them and their purchaser-drivers. In effect, the employer still owned the trucks and was still the employer of the truck drivers who were driving them at the time of the hearing.

The dispute originated when Local 298 secured valid authorization cards from 8 of the 11 drivers employed by Perschke in an appropriate unit. The Teamsters demanded recognition prior to the company's embarking upon its course of conduct which, noted the Board, made the holding of a fair election impossible and issuance of a bargaining order necessary.

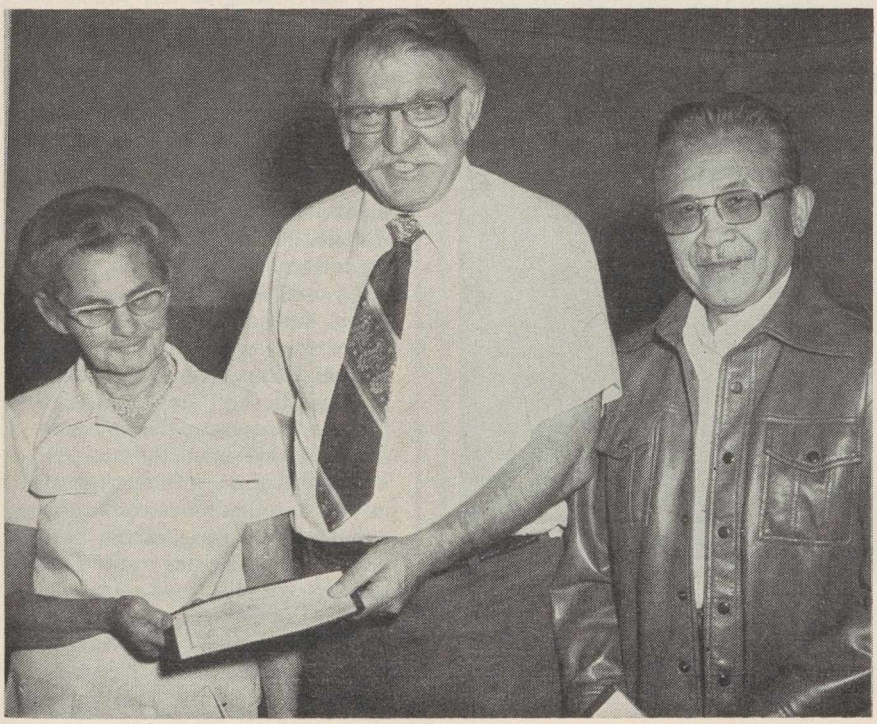
Independent violations by the employer included his telling the employees that if they ever became involved with a union the company would sell everything; that they would not be permitted to drive the company's trucks because they had signed cards for the union; that they had been laid off because they joined and assisted the union and had sought to bargain through representatives of their own choosing.

Perschke Hay & Grain was ordered by the Board to cease the unfair labor practices, to bargain with the Teamster local union upon request, and to offer reinstatement and backpay to the 11 drivers.

Cannery Retirees



Alex Luscutoff (mustache), secretary-treasurer of Teamster Local 857 in Sacramento, Calif., presents pension checks to the first retirees under the recently established Teamster Cannery Pension Program. In the one photo, the recipient is Jesusa V. Herrera who has 27 grandchildren; in the other photo, the checks are received by Ethel Mitchell and Sixto Daclan.



State Cop Commended By Teamsters

The membership of Teamster Local 273 in Pittsburgh, Pa., recently passed a resolution commending Lawrence Pastories, Pennsylvania state trooper, for his "heroic and courageous effort" to save the life of a member.

Nick Borkovich, Local 273 secretary-treasurer, said Pastories risked his own life in an attempt to save Bill Warnock from a burning Matlack, Inc., tanker. Teamster Warnock died despite the trooper's best effort.

A copy of the resolution was forwarded to the commanding officer of the Pennsylvania State Police as well as the commissioner.

STATE OF THE UNION

Teamster Gets $3,950 Backpay In Wisconsin

Pedro Vasquez, a member of Teamster Local 695 in Madison, Wis., recently was awarded $3,950 in backpay and reinstatement to his job at Vulcan Materials Co., a division of Consumers Co., in Sussex, Wis.

William Renz, president of Local 695, took up Vasquez' case when he was discharged by the company in June, 1975.

Renz went to the Wisconsin Employment Relations Commission where the decision was won in the Teamster's favor.

FAA Workers Go Teamster At Chicago

Maintenance technicians employed by the Federal Aviation Administration's O'Hare Airway Facilities Sector in Chicago, Ill., voted recently for Teamster representation.

Joseph Bernstein, Local 781 secretary-treasurer, said the ballot was a mail referendum conducted by the Department of Labor. Two other unions were on the ballot. Some 52 workers were eligible to vote, with the count being 43 in favor of the Teamsters and 4 against.

$2,500 Backpay



John Caudill (center), receives a $2,500 backpay check from Karl Ullman (left), secretary-treasurer of Teamster Local 495 in Los Angeles, Calif., and Joe Henderson, special organizer. The check represented unemployment insurance from the time Caudill was fired from his job as assistant service manager at a Montgomery Ward center for union activities shortly after Local 495 petitioned for an election. Henderson took Caudill's case before the Dept. of Human Resources, also filed unfair labor practice charges on his behalf before the NLRB. Local 495 won the election and is now negotiating a contract.

● Texas Win

Employees of the Midwest Bottle Decorating Co., in Dallas, Tex., voted unanimously for representation by Teamster Local 745 in a recent National Labor Relations Board ballot, according to E. L. Jennings, Jr., Local 745 assistant business agent.

Safety Recognized



Safe-driving awards were given by United Trucking Service, Inc., of Corbin, Ky., recently to members of Teamster Local 651 in Lexington, Ky. Left to right are: Doug Brown, terminal manager, and drivers Ed Willis, Luke Willis, Tillman Rush, Clyde Smith, Woodrow McPhedridge, Jack Willis, Bill Cox, Carl Baker, Jack Peters, Wilbur Vanhook, Jim Hayes, Bert Harris. Not present for the photo were Merrill Brewer, Jerry Hale and Max York.

Retired Driver Sends Letter To Fitzsimmons

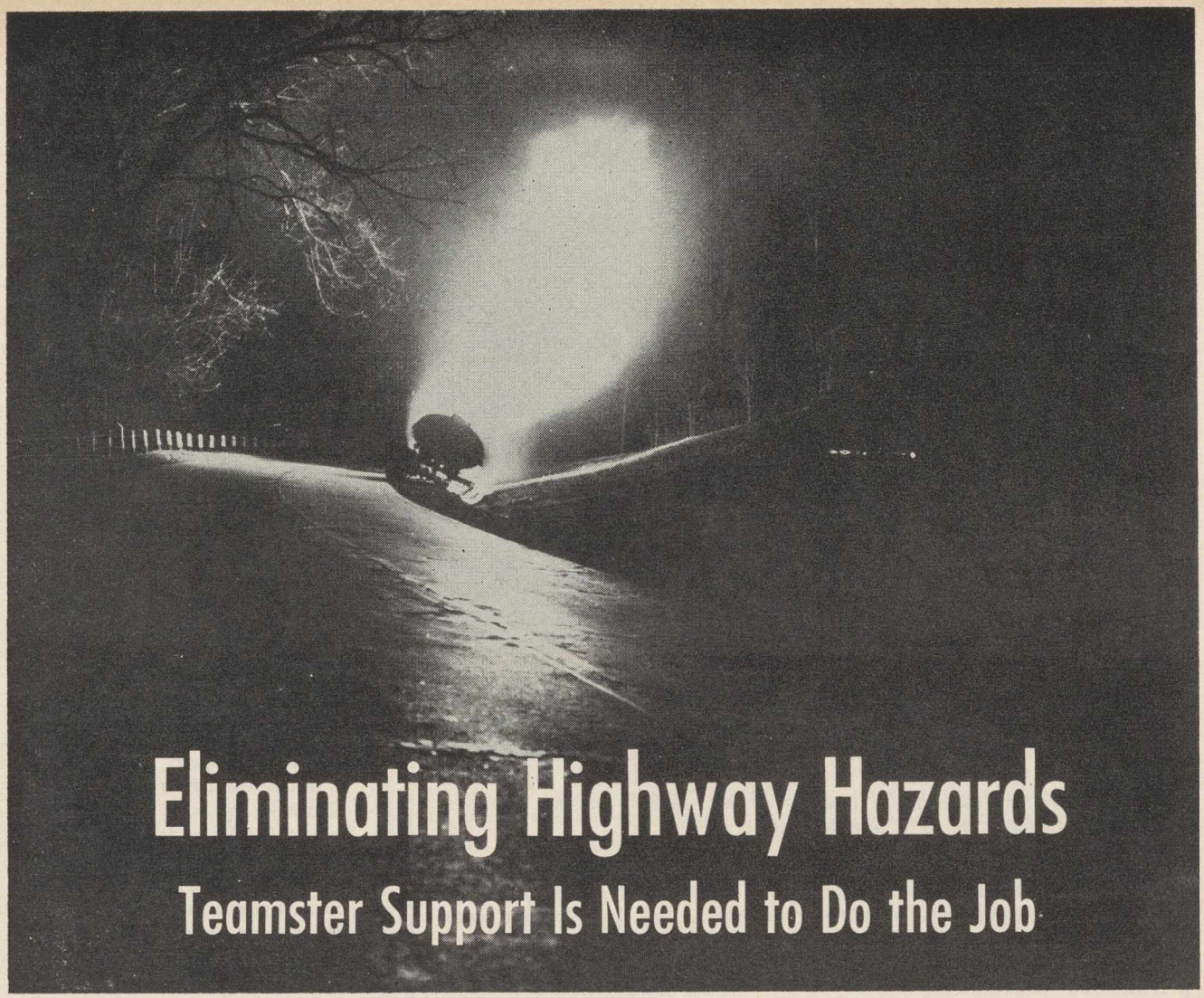
Dear Bro. Fitzsimmons:

I am writing to tell you how thankful I am that my father started me in the brotherhood of truck driving. I was 21 years old at the time I started to drive for Convoy in the year 1933. It was six years later that we organized the company into the union, Teamster Local 449 in Buffalo, N.Y. I was one of the organizers.

I remained in the union (42 years) until retiring in 1975 and drove for several firms in that period. I am so grateful that I belonged to the Teamsters Union for all those years. The pension that I receive from the union is well worth it. . . . Thank you all in the International Union for doing all you have in the past.

I am enjoying my retirement immensely.

Yours in brotherhood,
William H. Clifford,
Buffalo, N.Y.



Eliminating Highway Hazards

Teamster Support Is Needed to Do the Job

On New Year's Day 1975, young Jim Grant and his 18-year-old fiancee went for a drive in the country. Snow plows had cleared the old country road outside of Boston; only wet patches remained as reminders of the previous week's storm.

But one such patch on a sharp bend in the road proved their undoing. Spinning out of control, the car shot across the opposing lane, ran off the road, sideswiped a tree, then slammed head on into a steel and concrete signpost and support. Grant suffered a gash from hairline to chin. His fiancee was dead.

When the state troopers arrived on the scene, they took one look at Grant's souped-up engine and pronounced their verdict: "excess speed." As far as they were concerned, this was just another "nut behind the wheel" incident. Despite his protests, Grant was charged with manslaughter.

Luckily for him, an experienced Harvard investigating team was called in to substantiate the troopers' case. Instead, their study established beyond all doubt that the speed at point of impact was only 30 miles an hour—just as Grant had insisted.

Cause of accident? The slick, skid-prone surface. Aggravating factor? The missing "slippery when wet" sign which might have alerted Grant to impending danger.

Cause of fatality? The unforgiving roadside environment: the tree, just beyond the shoulder; the rigid sign, a mere six feet from the edge.

No Margin For Error

This incident tells us why Citizens for Highway Safety came into being. For if some drivers are potential killers, far more dangerous are the killer roads—with their unmarked pavements; their poorly planned signs; their hidden boobytraps; their narrow, obsolete bridges; their inadequately protected grade crossings. As we see it, safety efforts will achieve large results only when we move beyond "people persuasion" and car design to the failings of the roadway and roadside.

Say your car enters a curve too fast or runs into a slick stretch of road. Now your life depends on the margin for error built into that highway.

Bank the curve properly, and you'll stay on the road. Or groove the pavement carefully, and a fatal skid can be prevented.

Is the driver really to blame because the highway allows no margin for error? Is he really at fault when intersections, entrance ramps and railroad crossings require such extreme head turning even an owl couldn't manage it?

No one knows better than professional drivers the answer to this question.

Defining the Problem

The way we define the problem determines the solutions we seek. For years we fingered "the nut

February 6, 1976

Mr. Richard C. Peet, President
Citizens for Highway Safety
Suite 828
Washington, D. C. 20036

Dear Mr. Peet:

On behalf of the International Brotherhood of Teamsters, I hereby endorse the National Bicentennial Highway Safety Year, coordinated by Citizens for Highway Safety.

In addition to the normal day to day travel which already claims an annual toll of 50,000 lives, 1976 will see the highways of our land crowded with motorists driving to and from Bicentennial activities and events. Unless we give highway safety a major emphasis during our Bicentennial Year, the toll of accidents, injuries and fatalities may well be worse than any year on record.

As Teamsters, we have a special interest in highway safety. Many of us spend a major share of our working lives on the highways of America, serving our fellow citizens from North to South and coast to coast. Also, all of us and our families depend on highway travel in our daily lives.

Our goal for the National Bicentennial Highway Safety Year is to mobilize our members in compiling a National inventory of hazardous locations on the highways. These inventories will be channeled through Citizens for Highway Safety to State and local highway departments for attention and correction. In this way we will help prevent countless highway tragedies in 1976 and beyond.

Accordingly, I urge all members and locals of the International Brotherhood of Teamsters to participate in and support this life-saving effort which can only serve to benefit our members, their families, our communities and the Nation as a whole.

Very truly yours,

Frank E. Fitzsimmons
General President

behind the wheel." We scared him with death counts; taught him defensive driving; fenced him in with stricter laws.

The unsafe car has been singled out for some of the blame. But for the most part, the old knee jerk reaction still holds. "If anything goes wrong, it's the driver's fault."

There's one thing wrong with this approach. It doesn't work.

The figures stare us in the face. In the 10-year period from 1966 through 1975, half a million Americans died and millions more were maimed—most of them needlessly—on the nation's highways. Why?

For one thing, because the emphasis on "driver error" too often obscured the need for road safety improvements. As one highway official once put it: "If the drivers do everything they should, there would be no accidents, would there?"

The point is debatable, to say the least. But even granting him his argument, is there any reason we can't design or improve our roads so that you won't get into an accident so easily? Or if you do get into one, you won't be so likely to get hurt?

Citizens for Highway Safety came into being a year and a half ago, dedicated to that double-barreled task.

Ounce of Prevention

Many a driver cracks up, the North Carolina Highway Research Center reports, only because the information he requires is inadequate or completely lacking. Take one dangerous turnoff on a freeway outside of Raleigh.

The exit lane curves abruptly in a 90-degree angle as it snakes past a concrete abutment. But the curve warning directional sign and the 25 MPH speed limit posting appear criminally late in the game. When heeded, it has more than once touched off a multi-car rear-end pile up in the wake of a hardbraking driver.

Yet only now has the simple preventive expedient of a pre-warning sign, linked to a turning lane, been approved. Presumably, the authorities were too busy filing accident reports under "driver error" and "excess speed" to take a long, hard look at the roadway.

As recently as 1972, only *one* federal dollar went into safety improvements for every *49* dollars spent on highway construction. But in terms of *lives saved*, the cost-effectiveness of preventive installations proved to be five times greater than that of new road building.

All too often, budget allocations reflect this well documented finding only *after* tragedy strikes.

In one case, near Covington, Kentucky, on a 1.2 mile stretch known locally as "Death Hill", where a bus crash was soon to kill 14 more people, a local safety council was urging remedial action. Three steps were asked:

1. Separate opposing lanes of traffic with a median barrier.
2. Install a continuous line of guardrail.
3. Place variable message electronic warning signs well in advance of potential danger spots.

The requests were turned down. New road building projects had higher priority.

Not until the fatal bus crash occurred were the three requests finally honored.

Thinking Small

In the past 8 years, Stark County, Ohio, has modified scores of hazardous locations—where authorities had previously pleaded lack of funds.

The guiding philosophy? "Think small and save lives. Find the low cost spot improvement that will do the job."

Signs have sprouted where none were ever seen before, edge lines laid down, turning lanes provided and dangerous trees removed. Individual project costs ranged from a low of $50 to a high of $2,500.

But the number of accidents at Stark County trouble spots fell

sharply—in some cases by as much as 90%.

We're Only Human

Now let's get it straight. Good signalization, proper signing, path of light pavement markings and roadside delineators—all these and more can reduce the chances of an accident.

But driving can never be a no-risk situation. For drivers are humans, not gods. And humans do err.

Our minds drift; the pavement hypnotizes us; our bones get creaky; our muscles stiffen. We get tired, bored or panic stricken—and we lose control of our cars.

But must our highways be so unforgiving? Must we condemn people to die because they were reckless, their reflexes slow, or they had a drop too much to drink?

It's like a doctor putting a pneumonia patient out in the rain because he was so foolish or so unlucky as to get sick in the first place.

The Forgiving Highway

We think the best way to accomplish this is to shift the focus from changing driver behavior to changing the road.

Slam into a bridge abutment for whatever reason, and you can wind up very dead. Place a Fitch barrier, a hydrocell or some similar shock-absorbing buffer between you and that abutment, and your nerves may take a beating but you'll walk away unharmed.

That's what we mean by a forgiving highway. One that accepts the inevitable: That we drivers—drunk or sober, reckless or cautious, skilled or incompetent—make mistakes and that disaster will result from such mistakes unless the highway environment is as safe and forgiving as we can make it.

We can't educate drivers to avoid being speared by an exposed guardrail end. But we can twist that end around and bury it.

We can't educate drivers not to run off the road on a dark, rainy night. But we can lay down reflective center and edge lines to help keep them on course.

We can't educate drivers not to hit a utility pole too close to the side of the road. But we can relocate that pole, make it a breakaway or build a buffer around it.

These things can be done. When they are done, they will save lives by the thousands. And the Highway Safety Act of 1973 and successor legislation provide the money and the action programs to begin this vast national effort.



But there's a catch. Too many state and local authorities are sitting on their hands.

To get the money flowing and the projects rolling, we've got to prod the local establishments into action. They'll move only as fast and as far as 'we the people' demand.

Inventory Comes First

The National Bicentennial Highway Safety Year program was formulated with this in mind. Each month during 1976, groups and organizations like the International Brotherhood of Teamsters will be taking on the hazards of the roadway and roadside which for so long have been piling up the dead and the injured. Citizens for Highway Safety is serving as coordinator of these monthly emphasis programs which we believe can significantly reduce accidents, injuries and fatalities on our highways.

Most hazardous conditions can be eliminated, corrected or buffered. The trick is to identify them: to inventory every major hazard on every well-traveled road. Once we know what they are and where they are, we can put the heat on where it counts to get them corrected.

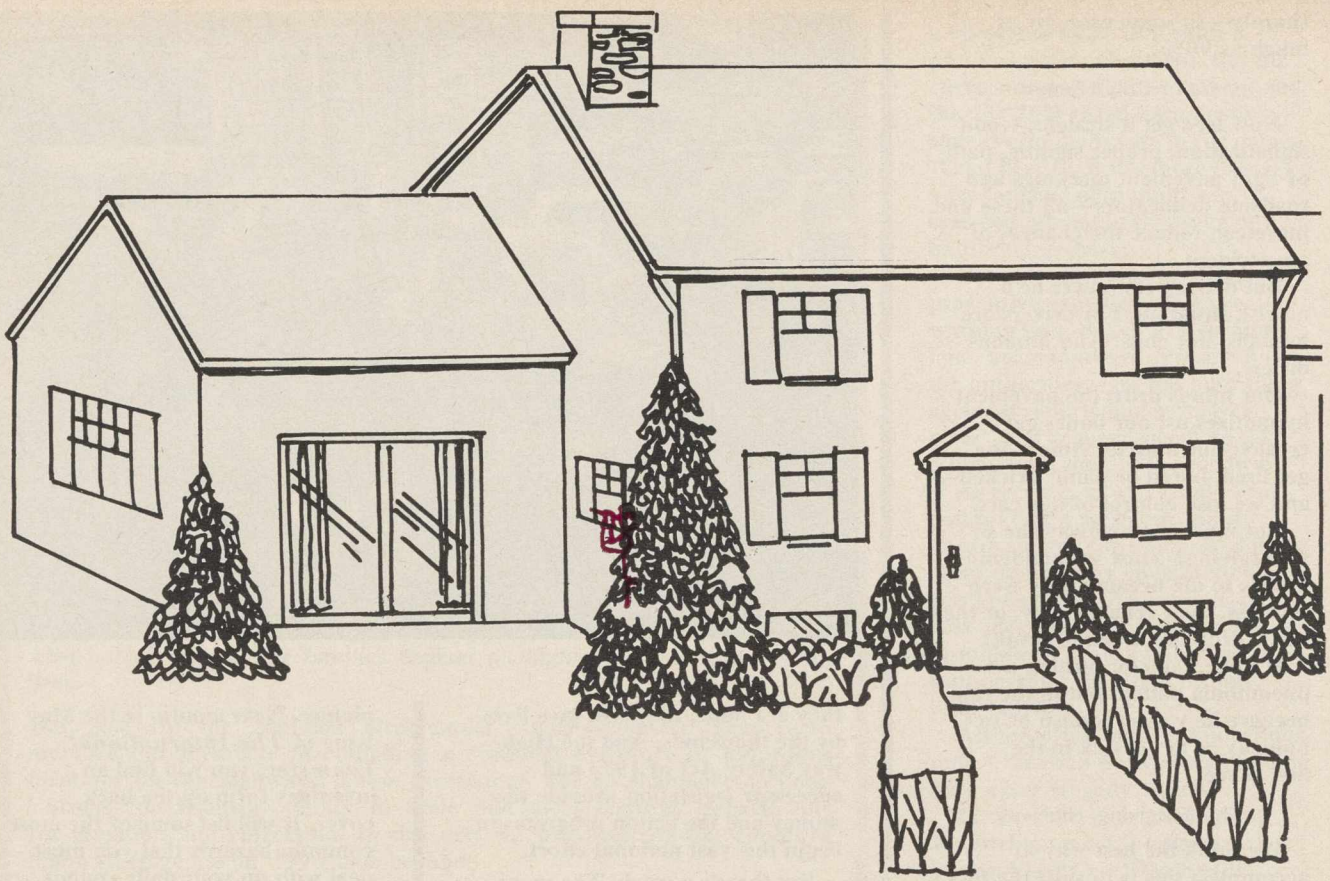
That's where you come into the picture. Next month, in the May issue of *The International Teamster*, you will find an inventory form on the back cover. It will list some of the most common hazards that you must deal with on your daily rounds. All you have to do is use the check list provided to identify and locate such hazards. Where a particular type of hazard is not listed, the inventory form allows room for you to describe it. If you think it will help, you can even include a sketch of the location.

Mail your completed inventory to Citizens for Highway Safety and we will pass it on to the state or local highway official responsible for taking corrective steps.

If only one per cent of all Teamsters complete inventories and forward them to us, we will have a minimum of 23,000 hazardous locations to report to the proper authorities. If a *majority* of Teamsters participate, in a single month, *you* will have compiled the most important and comprehensive hazard inventory in history. And you will be contributing to saving literally thousands of lives in 1976 and beyond.

No other group has such an intimate knowledge of the death-dealing boobytraps that pockmark our roadways and roadsides as the Teamsters. No other public service project can tie in so neatly with the needs and interests of the Teamsters themselves.

What a great way to say: "Happy Birthday America".



BURGLARY

Don't Let It Happen to Your Home

RETURNING home on Christmas Day after dinner with relatives, Helen and Bob Lawson of Indianapolis, Ind. got an unexpected surprise—they discovered their home had been burglarized.

A Christmas gift stereo, their color television set, a radio and some jewelry were missing, probably because they were easy for the burglar to carry and fence. Although they notified the police, their valuables were never recovered.

The Lawsons weren't alone; they were just a few more victims of a rapidly rising burglary trend in the U.S. In all, there were more than three million other victims just like them.

According to the Federal Bureau of Investigation's 1974 Uniform Crime Reports (the last available statistics), a burglary takes place every 10 seconds.

And burglary statistics are still on the upswing. In the last five years alone, the number of burglaries in this country has risen 53 per cent. Preliminary reports for 1975 indicate that they will jump again.

America's sheriffs and law enforcement personnel are increasingly concerned because burglaries last year multiplied twice as fast in suburban and rural areas as they did in cities. Today, few areas are safe from the threat.

Burglary is popular because it's relatively safe, a crime of opportunity and stealth, that often nets the thief fast cash. Most thieves can get in and out of a house quickly, without being caught.

While the 1974 Uniform Crime Reports showed that 75 per cent of all burglaries involved forcible entry, police officers noted that homes with poor security were a favorite target. Most burglaries take place at night, giving the intruder added protection.

The Lawson case is a good example. The family went out without throwing the deadbolt lock on their door. They didn't have the serial numbers for their television set or radio, and hadn't placed any identifying marks on their other valuables. So, it was easy work for the burglar. The shrubs around the house offered a ready-made shelter

against observation. And, of course, with nothing to go on, the police couldn't give them much help in recovering their stolen property.

Economically, burglaries take a substantial bite. They cost victims $1.2 billion in 1974; residential losses alone amounted to $758 million. On the average, a thief can steal about $391 worth of goods per burglary, according to the FBI's figures.

Any burglary is a frightening experience. Victims experience a wide range of emotions—from astonishment, indignation and anger to revenge. They are afraid the thieves will return, worried because they got in in the first place, fret over possibly invaluable possessions (at least to them) that were taken, face the expense of replacing stolen items, but mostly struggle with the realization that they could have been there when the thieves entered, and could have been hurt. Those aren't comfortable feelings to live with.

But what about you, sitting in your house right now? Are you protected from burglary? "Sure," you might say. "What's there to worry about. I have a lock on the door, and it won't happen to me, anyway."

Obviously, some of 1974's three million victims said the same thing. That's why it's a good idea to know what entails good protection, or at least what protection will make the thief think twice before trying to jimmy your locks or windows.

Protect Your Home

While it's practically impossible to stop the determined thief, most families could safeguard their homes and possessions by using common sense and taking a few precautions.

Basically there are six ways to make it tough for a burglar to do his work —installing good locks to make it hard for him to get in; giving the house an occupied look (even when you're away); setting the odds in your favor so that should a burglar get in, he'll get caught . . . or get nothing; knowing what to do if you meet a burglar face to face; insuring your home and valuables against accidental theft; and reporting any thefts to the police and your insurance company.

GETTING IN is the burglar's main concern. An easily picked lock won't even deter an amateur thief, so install good locks on *all* outside doors. All doors should be equipped with strong deadbolt locks having at least a one-inch bolt. If not, existing locks should be supplemented with a high quality rim lock. A jimmy-proof vertical dead-bolt is best.

Experts recommend either a deadbolt lock that must be operated with a key or a pin tumbler cylinder lock for maximum safety. Be cautious, however, about installing deadbolt locks that require a key to open from the inside; in case of fire, you don't want to waste time looking for a key.

Your door also should be equipped with a peep hole through which you can identify visitors. If your doors have a window less than 40 inches from the lock, they should be equipped with locks that must be opened by a key from both the inside and the outside.

A burglar who can't get in through a door may try a window. Those located at ground level are particularly vulnerable, and should be well-protected.

Ordinary sash windows pose little challenge. That is why either a sash fastener that can be locked with a key or a cylindrical mechanism with a latch that fits into a metal rim in the bottom sash of the top window are recommended for all floor level windows. Other possibilities include a key lock built into the bottom window bar or nails fastening windows together. Again, be sure the window still can be opened quickly from the inside in case of fire.

If you have casement windows, the latches should work without excess play.

A slide lock or metal or wooden object inserted into the door channel of sliding glass doors will help deter patio burglars. Above all, use all your locks. They're worthless if you don't.

Another easy way to get in is with a key. Be careful where you leave yours and who you give them to. A burglar has enough sense to look under a doormat, in the mailbox, or by nails to find hiding places.

When you check your coat, remove the keys from your pocket. Likewise when in a parking garage, give the attendant only the key he needs. Take the others with you. Don't loan your keys to casual acquaintances. Avoid carrying an identification tag on your key ring; if you lose it, that's like an engraved invitation to a burglar. Change the locks on your home if you lose a house key, or if you move into a previously-occupied home. It's better to be safe than sorry.

GOING TO be away from home? Make it harder for the thief to find that out. Leave some lights on while you're away. If you'll be gone several days, you might use timers so that lights, the tv, and radios, go on and off at different times, as though someone were there. Stop mail, milk and newspaper deliveries; an accumulation is a quick tip-off that you're gone.

Get a neighbor to keep the lawn mowed, shrubs trimmed, and sidewalks shoveled to give the impression that you're home.

Don't advertise that trip or vacation, or give information out over the phone. Don't let people in the house unless they have the proper identification. Check references for household help. Burglars use all these methods to find their prospects.

SHOULD a burglar get into the house, make it difficult for him to get away with valuables or increase the chances that he'll get caught.

A burglar alarm will alert you or your neighbors to a break-in attempt and possibly deter a burglary. Ask the police to watch your house if you'll be away, but tell them when you'll be leaving, when you'll return, and what precautions, such as light timers, you've left behind. You might also ask a trusted neighbor to keep an eye on your house, but tell the police about it.

Keep your valuables in a safe deposit box at the bank.

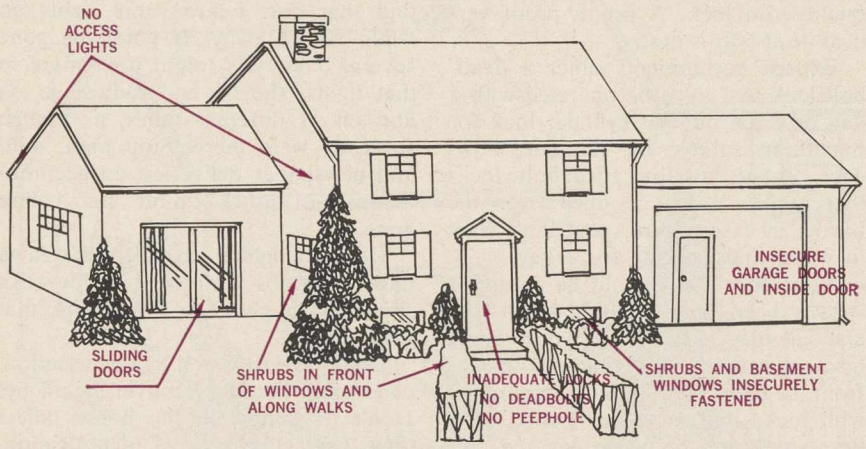
Mark items such as tv sets, stereos, and radios with a marking tool. Use your driver's license number, since that's readily accessible to the police for checking. Keep a record of serial numbers for those items that have them.

SUPPOSE YOU meet a burglar? Chances are you won't, because he wants to be long gone by the time you return home. But suppose he breaks in, not realizing you're there?

Don't confront him. Don't pull a gun or other weapon on him; he may take it away from you or respond by using his own weapon. Chances are, if you don't provoke him, he won't harm you. Don't fight him unless you are attacked; in that event, fight with any and every means you have available.

If you have to deal with a burglar face to face, be cooperative but try to remember what he looks like—his

Safeguarding Your Property Against Burglary
Can You Spot the Major Burglar Invitations This Picture Offers?



approximate height, weight, how he's dressed—to help the police identify him later.

If possible, avoid meeting him at all. Shut and, if possible, lock a door between you and the intruder. Phone the police, then open a window and hollar. If you wake up and find a burglar in your room, pretend to be asleep until he's gone.

If you come home and see signs your house has been burglarized, the thief may still be inside. Leave the area, call the police from someone's else's phone, and don't enter the house until they've checked it out.

BE SURE your home and valuables are insured against theft. A homeowners policy provides basic economic protection against burglary and other types of theft, regardless of whether you own a house or rent an apartment. If you don't already have such a policy, you should purchase one.

Under a typical homeowners policy, you are insured against loss by burglary up to 50 per cent of the policy amount. Say your home is insured for $30,000. You have $15,000 in protection on the contents of your home, whether from burglary or another loss. If you rent, your burglary protection is the full amount stated in the policy.

It's wise to make an inventory of your personal possessions. Include television sets, stereos, radios, tape recorders, cameras, sports equipment, musical instruments, jewelry, furs, antiques, any collections, silverware, watches, typewriters, calculators, guns, bicycles, motorcycles, boat and motor, mower, power tools and clothing.

Such a list should include the date each item was purchased and its original value. Give one copy to your insurance agent and keep another in a safe place outside the home, such as a safe deposit box. Save receipts and serial numbers for your more valuable items and keep them with the inventory list. If you have a burglary loss—or a fire, storm or any other kind of loss—the list will help you remember what was lost, and the receipts will help you establish proof of their value for filing an insurance claim.

Update your inventory at least once a year, adding newly-bought items. Also, to supplement the list, you may want to take photos of particularly valuable items or of entire rooms; keep these in a safe place, too.

If your personal property is stolen, most insurance companies will pay for the loss on the basis of the property's replacement cost minus depreciation. For example, your three-year-old stereo was bought new for $250. It would now cost about $300 to replace, but the set has lost $125 of its original value. So you'd receive $175.

Especially valuable items—collections, furs, quality cameras, expensive jewelry—should be protected by an endorsement (sometimes called a floater) on your policy. This will provide added coverage on such items beyond the special policy limits that apply to certain kinds of property.



IF YOU become a burglary victim, immediately notify the police. Give them the serial numbers or other identification numbers of stolen items. Also notify your insurance company. Use your inventory to prepare a complete list of stolen property. Give the company's representative any purchase receipts you have for the stolen items.

Local Efforts Pay Off

Throughout the country, citizens' groups—aided by law enforcement authorities—are forming their own organizations to help thwart the growing crime rate and hinder the burglars invading their neighborhoods.

The Law Enforcement Assistance Administration (LEAA) Neighborhood Watch plan, being adopted by many communities, encourages and trains citizens to be on the alert for potential burglaries. All units work closely with police authorities.

The LEAA program is run through the National Sheriff's Association and administered by 2,000 police and sheriffs departments. Ron Brenner, director of the Neighborhood Watch Division of the Sheriff's Association, describes the program as very successful in most communities. "We have had burglars say they stayed out of areas where the Neighborhood Watch was active," Brenner says.

Operation Identification (sponsored usually by local police departments) tells householders what valuables to identify, where and with what numbers to help thwart burglars. Etching a driver's license number into any metal with an etching pen is the best solution, they say.

Many cities have formed their own groups, such as CLASP in Philadelphia, Block Watch in Seattle, Wash., CREW in Detroit, and Citizens Watch in Pontiac, Mich. While methods differ, the basic motive of each is the same—to detect or decrease crime through neighborhood interaction.

In many areas where these programs are in force, police departments report a corresponding decrease in burglaries and other crimes, as thieves become aware of the programs and their effectiveness.

The seconds are ticking away . . . Do you want to be the next statistic?

JOHN B. McGINLEY, C.P.A. (1927-1955)
LEO F. McGINLEY C.P.A. (1937-1973)
WILLIAM P. ROCHE, C.P.A.
WHITFIELD E. MALLORY, C.P.A.
PAUL A. WEST, C.P.A.
MEMBERS OF AMERICAN INSTITUTE
OF CERTIFIED PUBLIC ACCOUNTANTS

McGINLEY, ROCHE & MALLORY

CERTIFIED PUBLIC ACCOUNTANTS

VAN NESS CENTRE
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International Brotherhood of Teamsters, Chauffeurs,
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We have examined the consolidated fund balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1975, and the related statements of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the aforementioned statements present fairly the financial condition of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1975, and the results of their operations for the period indicated, in conformity with generally accepted accounting principles applied on a consistent basis.

McGinley, Roche & Mallory

Certified Public Accountants

March 10, 1976

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D. C., CONSOLIDATED FUND BALANCE SHEET AS OF DECEMBER 31, 1975

	GENERAL FU
ASSETS	
Cash	$ 16,331,561
Accounts Receivable—(Less $122,609 Allowance for Doubtful Accounts)	519,605
Inventories—Cost or Market	217,728
Accrued Income	894,481
Prepaid Expenses	199,299
Investments—Book Value (Market Value $23,168,756)	23,046,345
Fixed Assets—(At cost, less $5,955,972 Accumulated Depreciation)	13,614,084
Deposits	860,232
Total Assets—General Fund	$ 55,683,335

	DEFENSE FU
ASSETS	
Cash	$ 12,271,333
Accrued Income	1,365,315
Investments—Book Value (Market Value $49,758,725)	52,529,308
Total Assets—Defense Fund	$ 66,165,956

	COMBINED FU
Total Assets—Combined Funds	$121,849,291

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1) The following is a summary of significant accounting policies
Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting.
Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted periodically for amortization of premium and discount.
Depreciation—Fixed assets are recorded at cost and depreciation is principally computed on the straight-line method at rates calculated to prorate the cost over the estimated useful lives.

2) Investments
U.S. Treasury Notes in the principal amount of $390,000. have been pledged as surety deposits and are held in escrow.

3) Contingent Liabilities
A judgment which was entered against the International Union on April 20, 1973 in the amount of $806,093., plus costs and interest, was affirmed by the Court of Appeals on January 21, 1975. According to legal counsel, a petition has been filed requesting a rehearing.

Also, a new judgment was entered against the International Union and Local Unions 249 and 377 on July 31, 1975 in the amount of $1,022,579., plus interest at 6% from September 1968 to June 1974. Legal counsel advised that a petition for writ of certiorari will be filed.

Additionally, judgment was entered against the International Union on January 21, 1975 in the amount of $108,453., plus interest. Legal counsel has advised that an appeal has been filed.

On October 24, 1975 the International Brotherhood of Teamsters entered into an agreement with the Retirement and Family

AL FUND

LIABILITIES AND NET WORTH

Accounts Payable	$ 1,065,432	
Accrued Expenses	17,900	
Total Liabilities		$ 1,083,332
Net Worth		
Balance January 1, 1975	49,053,746	
Add:		
Excess of Income Over Expenses for the Year Ended December 31, 1975	5,546,257	54,600,003
Total Liabilities and Net Worth—General Fund		$ 55,683,335

ISE FUND

NET WORTH

Balance January 1, 1975	$ 66,439,900	
Add:		
Excess of Benefits Over Income for the Year Ended December 31, 1975	(273,944)	$ 66,165,956
Total Net Worth—Defense Fund		$ 66,165,956

IED FUNDS

Total Liabilities and Net Worth—Combined Funds	$121,849,291

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Protection Plan for Officers and Employees of the International whereby the International Union agreed to set aside $698,064. in a deposit account for a contingent liability which will be determined by December 31, 1977.

4) Retirement and Pension Plans

a) The International provides retirement benefits for employees of the International and the Building Corporation. Current service and interest on unfunded liability are funded annually, based on advice of consulting actuaries, and prior service costs are fundable over a maximum of 15 years. Total pension cost for this plan for the year was $2,362,087. Computations have not been completed for the current year; however, at December 31, 1974, vested benefits exceeded the total of the retirement plan assets by $7,095,412., as calculated by independent actuaries.

b) The International also provides a pension plan for persons employed by affiliated organizations. Annual contributions to the plan, which amounted to $15,651,199. for the year, are computed by actuaries and approved by the General Executive Board of the International. Computations have not been completed for the current year; however, at December 31, 1974, vested benefits exceeded the total of the pension plan assets by $79,105,063., as calculated by independent actuaries.

5) Headquarters Building Addition

The International entered into a contract on May 31, 1975 for the construction of an addition to its existing facilities at a cost of $4,559,157. Since that time the contract has been increased by change orders to the sum of $4,677,658., and there is a balance due at December 31, 1975 of $4,163,622., which includes $25,000. for architects' fees.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D. C.
CONSOLIDATED STATEMENT OF INCOME AND EXPENSES—GENERAL FUND
FOR THE YEAR ENDED DECEMBER 31, 1975

EXHIBIT "B"

Operating Income		
Fees		
Per Capita—Members	$48,766,625	
Initiation	859,058	
Organizational	125	$49,625,808
Other Income		
Sale of Supplies	166,696	
Miscellaneous	5,139	171,835
Total Operating Income		49,797,643
Deduct:		
Operating Expenses		
Teamster Affiliates Pension Fund	15,651,199	
Federation of Chemical & General Workers' Unions	180,950	
Organizing Campaign Expense	4,641,904	
National Master Freight Agreement	207,525	
Financial Aid to Subordinate Organizations	36,364	
Retirement and Family Protection Plan	2,362,087	
Administrative, Office and General	11,788,425	
Magazine—"International Teamster"	2,404,863	
Legislative and Political Education	377,401	
Public Relations	1,879,847	
Legal Fees, Expenses and Related Costs	1,452,951	
Judgments, Suits and Settlements	175,000	
Appeals and Hearings	15,529	
Divisional and Departmental	4,663,612	
National Headquarters Building	1,093,098	
Branch Offices	29,392	
Supplies for Resale	150,951	47,111,098
Net Income from Operations		2,686,545
Add:		
Financial Income—Net		2,835,085
Other Income		24,627
Excess of Income Over Expenses for the Year Ended December 31, 1975		$ 5,546,257

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA
WASHINGTON, D. C.
STATEMENT OF INCOME AND BENEFITS—DEFENSE FUND
FOR THE YEAR ENDED DECEMBER 31, 1975

EXHIBIT "C"

Income		
Financial Income—Net	$ 4,960,065	
Gain on Foreign Exchange	8,077	$ 4,968,142
Benefits		
Out-of-Work Benefits		5,242,086
Excess of Benefits Over Income for the Year Ended December 31, 1975		($ 273,944)

See Notes to Consolidated Financial Statements

Credit Law Changes

Next, the Consumer Protection Agency?

THREE measures affecting consumer credit rights recently cleared Congress and were sent to the President for his approval.

The most important change under the 1974 Equal Credit Opportunity Act, which banned credit discrimination because of sex or marital status, to include discrimination based on age, race, color, religion, or national origin.

The most important change under the bill would be the provision prohibiting credit firms from refusing credit to anyone based on his age, race, color, religion or national origin. Applicants receiving public assistance or who have filed suit for credit discrimination under existing laws also would be protected against arbitrary credit refusal.

Creditors would be required to notify applicants when a final decision had been made on their applications and give them the reasons for a rejection upon request. (Creditors who process fewer than 150 applications a year were exempted from this provision.)

Creditors could extend credit to special groups such as elderly citizens or young couples without violating the discrimination law. Creditors also could continue to use the age of a credit applicant in a credit scoring system as long as advanced age is not assigned a negative value.

The bill would establish a Consumer Advisory Council to aid the Federal Reserve Board in consumer credit matters; permit states to establish their own credit discrimination laws as long as they don't conflict with federal laws (they could be stricter); and increase the amount recoverable under credit discrimination class action suits to $500,000 or one per cent of a creditor's net worth, whichever is less, instead of the current $100,000 or one per cent worth ceiling.

In another step to aid consumers, Congress proposed amending the 1974 Fair Credit Billing Act to ensure that the cash buyer discounts provided in that bill don't result in higher costs to credit card users.

Congress feared that credit card purchasers would end up subsidizing the new program of giving discounts to cash purchasers in stores where credit cards are honored. The new legislation would prevent merchants from imposing surcharges on purchases made with credit cards during a three-year trial period. The provision was attached to an unrelated banking measure.

A third consumer measure (HR 8835) would protect consumers who lease cars, furniture, appliances and other goods rather than buying them on credit or paying cash.

The bill would extend to lease contracts the same disclosure and protection requirements imposed on credit transactions by the 1968 Truth in Lending Act.

The measure would require companies to disclose terms and payments in advance, so that consumers can compare lease contracts with other buying plans and to protect them against unexpected "balloon" charges demanded after monthly payments have been completed. The measure also would protect consumers against misleading lease advertising and provide ceilings for class action suits.

Usery Says:

Significant Wage Increases Not Inflationary This Year

WAGE increases between 9 and 10 percent this year, in the view of Labor Secretary W. J. Usery, Jr., will not contribute significantly to the nation's rate of inflation.

Secretary Usery delivered the opinion in an appearance before the Senate Budget Committee.

He declared that he was in agreement with the consensus of economists that pay increases in the first year of new contracts negotiated in major bargaining units this year will fall in the 9 to 10 per cent range. The consensus is that such an increase would not be inflationary.

"There is general agreement that wages have not been a significant factor in the unusually high rate of inflation of the past three years," Usery testified. He added, "I see no signs that this will change."

The Labor Secretary noted that unions have somewhat exchanged their traditional call for "more" for a high priority on jobs at decent rates of pay along with improved job security.

The senators also heard Usery say that he thought labor-management relations in the United States have been remarkably stable during the recent economic turmoil.

"The performance by negotiators on both sides of the table," he said, "is a tribute to the free collective bargaining process that we embrace as part of our national economic policy."

Usery's view of the role of wages in relation to inflation was supported by Michael Moskow, director of the Council on Wage and Price Stability.

Moskow said that while larger bargaining units might hammer out fairly large wage gains, many smaller units will come up with smaller pay hikes to balance the scale.

LEGISLATIVE REPORT

Safety vs. Energy

Nuclear Power Debate Offers No Clear Answers, Solutions

As the United States searched for ways to energy independence, nuclear power was seen as the key that could unlock the door of our demands.

The government, in fact, committed its energies to development of advanced nuclear power plants that could supply America's increasing energy demands.

Hearings by the House-Senate Joint Atomic Energy Committee in February and March have made that solution seem less ideal than it first appeared.

The committee held hearings on the question of nuclear plant safety, based on allegations by a former Nuclear Regulatory Commission (NRC) project manager, Robert Pollard, and three former General Electric engineers, who resigned their positions to warn the U.S. that its nuclear power system isn't fail-safe.

The men alleged that the nuclear regulatory process jeopardizes public safety by waiving new safety requirements for older atomic plants, by licensing new reactors despite unresolved safety issues, by using vague safety criteria, and by speeding various proceedings to protect economic interests of utilities. All three G.E. employees, Dale Bridenbaugh, Richard Hubbard, and Gregory Minor, agreed that nuclear plants in the U.S. are operating with serious deficiencies, and alleged that the NRC stifles dissent so that the public doesn't learn of its concern.

The charges have been denied by NRC chairman William A. Anders who in Congressional testimony said: "These charges and their implication do not stand up under scrutiny." Anders maintains that NRC does everything in its power to exert stringent controls over the plants it regulates.

The issue, however, is not whether the agency is right or wrong. The hearings on Capitol Hill only highlighted a problem beginning to concern many—whether nuclear energy, much as its potential is needed, is safe for human use. Construction of nuclear power plants creates jobs for workers and provides new power resources, two important goals these days.

But increasingly other fears—of high construction costs, environmental contamination, threats from terrorists who could invade a nuclear plant and steal radioactive materials, and the possibility of catastrophic accidents—are being reported in the media.

In California, the question is being taken to the voters. On June 8 voters will say "yes" or "no" to the "Nuclear Power Plant Initiative Statutes," which if passed, would allow future nuclear construction only after two-thirds of the legislature voted approval.

The measure also would require gradual phase-out of existing plants unless the limit on insurance liability—covering a possible catastrophic accident—is raised from the $560 million provided by federal law. It would ban future atomic power plants in California for all practical purposes.

Other efforts have already been launched. A similar measure qualified for the ballot in Oregon, while petition drives are being carried on in 12 other states, including Maine, Colorado, Montana and Oklahoma.

Whatever the results of the Congressional hearings, these dangers and needs are going to have to be balanced, and decisions made about the direction toward which our energy goals should move.

Neither the critics nor the proponents have developed a clear-cut case upon which the American public can make an evaluation. Really, the only valid fact at this point is that, in an energy shortage, America needs nuclear power both to overcome dwindling energy supplies and to ensure future economic growth.

While those who criticized the safety of nuclear power may have performed a service by alerting the nation, it would seem that they now have the obligation to come up with the ways to improve nuclear power safety. Surely this country has the technological expertise to accomplish this end.

Arbitration Win



Arthur Taylor (right), a member of Teamster Local 598 in Los Angeles, Calif., and Joe Campbell, secretary-treasurer, look over the arbitration award reinstating Taylor to his job with full seniority rights. The arbitrator's decision was against Pioneer Flintkote.

Work Starts On Extending Tax Cut Bill

The Senate Finance Committee began working last month on extending the tax law "reforms" instituted by Congress in December for a six-month period.

Hearings were to continue through April on subjects ranging from individual income tax cuts to tax credits for home gardening tools.

Both the Finance Committee and the House Ways and Means Committee indicated in budget planning sessions they favor continuing the tax cuts—which expire July 1 under the law signed in December—with little change, at least until the end of the year. But in an election year, there may be some pressure to expand them and put a few more cents in weekly pay-checks.

If any area should prove fertile for change, it will probably be strengthening the minimum tax on the wealthy so that fewer of them get away with paying little or no tax as many do now.

Action on a major revision bill before July 1 appears almost impossible, however.

What Will Court Do?

Battle to Overcome Election Commission's Faults Continues

IN THE continuing battle to untangle the can of worms called the Federal Election Commission, Congress failed to act again in March, despite a Supreme Court extension of the first deadline, granted early in the month.

Congress was expected to seek another extension from the Court as it worked on legislation to restructure the commission to allow for presidential appointment of its members and meet the Court's requirements for its legal administration of public campaign funds. The problem was that both bodies sought to tack extra provisions onto the new bill, thus delaying its passage.

One proposal pressed in both House and Senate would impose umbrella requirements on corporations and labor unions so that they could contribute only $5,000 to political candidates. If the provision passes, it would ban both groups from setting up labor bodies at the local level to collect and distribute political funds to candidates.

Additionally, corporate committees could solicit money only from salaried executives and stockholders, not from rank-and-file workers. Union committees could seek money only from union members.

During Senate debate, which didn't begin until March 16, dozens of amendments were offered before action was completed.

Proposals ranged from the Administration's plan to reappoint the present commission for one year without other changes, to those being pushed by citizen and labor lobbyists to give the six-member panel more teeth to enforce its rulings.

Others proposed were designed to toughen campaign record-keeping requirements, tighten contribution limitations, restore criminal penalties and modify civil penalties for some violations, and re-establish some sort of check over the commission's ability to conciliate campaign law violations.

House committee members said their bill was unlikely to reach the House floor before the March 22 cutoff date for the commission, and added that any differences between the House and Senate bills would have to be reconciled after that. Either the commission's authority to distribute campaign funds will lapse then, or the Court will have to grant yet another extension of its original February 29 deadline.

Unemployment Benefits Playing Out

Labor Department forecasters say the number of Americans out of work so long they exhaust even recently extended federal unemployment benefits will increase significantly in 1976.

When the aid runs out, the jobless ones face the choice of going on welfare, dipping into personal financial resources or seeking help from relatives.

Estimates are that exhausted extended benefits in federally supported compensation plans could total more than 750,000 this year.

Task Forces Formed

CLUW Sets Legislative Goals; ERA Passage Is High Priority

The Coalition of Labor Union Women (CLUW) announced recently that it has established a task force to encourage the nation's female trade unionists to support ratification of the Equal Rights Amendment (ERA).

Sixty CLUW executive board members voted for establishment of the task force at a meeting in Washington, D.C. where six task forces were set up to work on the problems of working women. Clara Day, business agent of Teamster Local 743 in Chicago is Midwest vice president of the group.

One aim expounded by CLUW at its constitutional convention in February was "to implement (CLUW's) constitutional declaration" of ERA ratification "as a primary goal" of the group.

A resolution passed at the convention called for CLUW's members to work within their local unions, state labor federations and international unions "to demand that the records and votes of state legislators on ERA be carefully scrutinized before endorsement or political support is given."

The Equal Rights Amendment would constitutionally guarantee women the same economic and legal rights as men. The amendment must be approved by 38 states before it can become law. Thus far 34 states have given it their ok.

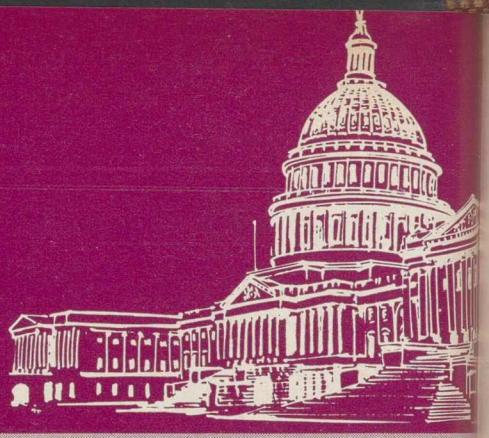
The CLUW task force, according to a spokesperson for the group, "will supply factual answers and rebuttal to the enormous amount of misinformation and scare material" being distributed by the amendment's opponents.

"The CLUW task force will develop handbook materials for local chapters to use in campaigns to support pro-ERA candidates, guide fundraising campaigns and participate in the ERAmerica coalition as an active-member organization," the spokesperson added.

The CLUW leaders also established task forces to support health security legislation; occupational health and safety; apprenticeship programs; full employment measures; organizing the unorganized, and one on women and collective bargaining.

CLUW was formed in March 1974 to help union women take an active role within their unions and the labor movement as a whole, influence legislation affecting women workers, and organize the unorganized workers. The International Brotherhood of Teamsters supports its objectives.

Legislation, Politics, Government



• 150 MILLION VOTERS

The Census Bureau estimates there will be 150,041,000 Americans eligible to cast ballots in the general election next November. The total is about 10 million more than in 1972. Only 77,727,-590 citizens cast votes in the 1972 ballot when 140,068,000 were eligible to go to the polls.

• BRIBERY AFTERMATH

Disclosures of American corporate bribery patterns by the Senate Subcommittee on Multinational Corporations triggered major political repercussions in Japan, Italy, West Germany, Turkey and the Netherlands. Last summer, the subcommittee held hearings on "payments" overseas by Lockheed, Northrop Corp., Gulf Oil, Exxon Corp., and Mobil Oil.

• SYMPATHETIC POLITICIAN

California Lieut. Gov. Mervyn Dynally received appreciative nods from organized labor recently when he was quoted as saying: "To the person who is unemployed, unemployment is not 10 per cent—it is 100 per cent."

• MANSFIELD CALLS IT QUITS

Sen. Mike Mansfield of Montana has joined the list of Senators and Representatives who will not seek reelection in November. Mansfield has been majority leader in the Senate for the past 15 years. His retirement along with that of Sen. Hugh Scott, Republican minority leader, means that both parties will be under new leadership in the Senate when the 95th Congress convenes next January.

• HARD-WORKING SENATE

The record shows that the Senate of the 94th Congress has been one of the hardest working in history. During the first session last year, the attendance record of Senators averaged 89 per cent. It was the highest mark since 1964 and well above the average for the past 10 years.

• WHITE HOUSE LOBBYISTS

Several Republican members in the House of Representatives have voiced complaints about the crew of lobbyists from the White House. While the lobbyists like to call themselves the "friendly persuaders," the annoyed congressmen call it "heavy-handedness."

• 'RTW' KILLED IN VERMONT

Combined lobbying efforts by organized labor helped kill a so-called right-to-work bill in the Vermont legislature recently. The appearance of 400 trade unionists at a hearing on the measure helped convince the lawmakers.

• NATIONAL ARCHIVE PROTECTION

The government is taking new measures, many of them secret, to guard against possible theft of major documents in the National Archives. Termed a bicentennial year precaution, the move is aimed especially at making more secure the Constitution, Bill of Rights and the Declaration of Independence.

• BOND CHAIN LETTER

The U.S. Treasury has been trying to counteract the revival of chain letters hinging on the purchase of U.S. savings bonds. It's the old notion of working your name to the top of the chain-letter list at which point the fan is supposed to get a pile of bonds in the mail. Treasury notes that only the promoter of the letter ever receives anything.

For Your Information

• 'Breaker, Outer Space'

It would be ironic someday if a fella operating a citizens-band radio got a reply that irrevocably proved to be from outer space. It's unlikely, however.

Scientists for 16 years have been searching diligently for some sign of civilization in outer space. Using astronomical observations and laboratory experiments, they have concluded that the likelihood of a contact with another "world" is no more firmly established than when they commenced their probe.

Delegates to the recent meeting of the American Association for the Advancement of Science decided that while the possibility of such communication remains real, the probability of success is not yet "within reach."

"Institutions now account for about 60 per cent of the shares traded (70 per cent of the dollar volume) on the New York Stock Exchange, up from 31 per cent in 1963 and 21 per cent in 1954. Of the estimated $840 billion invested by Americans in stocks of all kinds, institutions now own about $335 billion worth, or some 40 per cent."—New York *Times*, Feb. 22, 1976.

• Junk Mail Prospect

You may be getting piles of junk mail in your postal box in a couple of years if a pilot project planned by the Postal Service is successful.

Later this year, the Postal Service is going to test a plan to permit local businessmen to send advertising matter to all homes in a particular zip code area without putting addresses on the material. Currently, all mail must carry an address.

Officials estimate the plan, giving mailers a discount, would still cut postal costs $65 million annually by eliminating sorting while generating additional third-class "junk" mail.

If the test is successful, says the Postal Service, the program would go into use nationally in about two years.

• Postal Service Crumbling

Officials of the Postal Service, led by Postmaster General Benjamin Bailar, are pushing the idea that the organization will have to cut services to stay in the black.

Money is the big problem. Bailar said recently that even if the Postal Service cash problems are solved, new technology and changing communications are threatening to make the service obsolete.

In prospect are reduced services in mail delivery, including the possible abandonment of front-door delivery.

"People in the same trade seldom meet together, even for merriment or diversion, but that the conversation ends in a conspiracy against the public, or in some contrivance to raise prices."—Adam Smith, pioneer economist, 1776.

• Fighting the IRS

It has been recommended by the Public Citizen's Tax Reform Research Group that it would pay the citizen to appeal in court when the Internal Revenue Service auditor strikes.

The organization suggests that the taxpayer who finds himself in a fight with the IRS over a tax bill of below $1,500—and without professional tax help—would do well to avoid the internal IRS appeals procedure entirely. Instead, it is suggested that the taxpayer go straight to the small-case division of Tax Court.

The strategy is based on the government's inability to try all the cases appealed to the Tax Court. So the IRS usually settles the smaller case before going to trial, and at an amount smaller than the back tax originally sought.

Property losses from fire increased to a record $3.56 billion last year, according to the Insurance Services Office, an industry rating and statistical organization. The loss is an increase of 12 per cent from 1974 and 35 per cent over 1973. Inflation and an upsurge in arson are cited for the increase.

• Fuel Shortage Averted

Mild winter weather has averted shortages in gasoline and natural gas although the high costs of energy continue to burden industry and the schools.

Warmer weather than usual, in fact, has resulted in excess fuel and a weakening in prices, though only at a very high level. Cost at the consumer level has remained unchanged or increased.

Highest gains in energy costs for consumers have been the big increases in electricity rates across much of the country. Natural gas hikes also have gone into effect in many areas.

● Supermarket Cheating

The nationally prominent magazine, *The Atlantic Monthly*, recently published an article entitled, "Rip-Off at the Supermarket."

The article was offensive enough to the industry that at least one food chain, Safeway Stores, banned the sale of the magazine on its premises.

The article dealt heavily on supermarket practices that cheat or mislead customers, including false labeling of the weight of meat, prominent display of higher-profit foods, and other questionable merchandising practices.

New York City is gradually sneaking up on motorists with conversion of parking meters to 25-cent slots. About a thousand of the 10-cent meters are being converted at a time, both half-hour and hour machines.

● Inventories Shrinking

Surveys made in major metropolitan areas in recent weeks have come to a conclusion well understood by consumers—that retail merchants generally offer a shorter inventory in their merchandise.

Although there are no widespread shortages in particular products, shoppers have a difficult time finding the exact size or color of clothing or particular brands of products. The situation reflects increasingly conservative buying policies of retailers.

Business experts believe that merchants are limiting their stocks to reduce risk in case of a bad turn in the economy or a slowdown in consumer buying. Also, manufacturers are reducing the number of models they offer for sale.

● American Forecast Altered

Federal officials who spend their time trying to anticipate the needs of the American population in the future have had to revise their forecasts.

The reason is a revision downward of population estimates. Ten years ago, analysts anticipated the population in the United States would total nearly 340 million by the year 2000. Now the forecast is much less—262 million.

With the vanishing of 78 million hypothetical citizens in the next 24 years, the consequence is that estimates of the future Gross National Product must be revised. Also requiring another look are the employment, transportation, housing and other needs of supreme importance to people.

For example, today the Commerce Department foresees a Gross National Product of $2,103 billion in 1960 prices by the year 2000. A decade ago, the estimate was $2,280 billion.

● Built-In Inflation

An economic change in the United States is practically assuring a built-in escalator that will perpetuate inflation.

It is the practice of keying all kinds of contracts to the government's price indexes. This includes not only wage increases but commercial leases, insurance benefits, long-term purchase contracts, and other similar contracts.

Economists say there's no doubt that the increased use of escalation language in contracts makes it easier to live with inflation, but at the same time it makes more difficult any effort to curb inflation.

● Airline 'Strike Insurance'

Recent congressional hearings have shown how ridiculous has been the so-called "strike insurance" program indulged in by the nation's commercial airlines.

Called "Mutual Aid Pact," the program permitted a struck airline to get more than $14 million a week during the first two weeks of a work stoppage. Fifteen of the 20 major airlines participated in the pact.

Now it has been shown that three major air carriers—Eastern, Pan American and TWA—are all in financial trouble. Part of the reason for their red ink is the contributions they have made to the mutual aid program since 1969; Eastern, $61 million; Pan American, $55 million, and TWA, $37 million.

When advised by the Internal Revenue Service that he could not count his dog as a dependent, a taxpayer wrote in reply: "I don't see why not. The dog passes all the tests of dependency. He is a member of the family and a citizen of the U.S. He relies on me for his support, resides with me for the entire year and has no income."

● Water Rates Zooming

The price of water is rising in many major metropolitan areas with the companies, both public and private, blaming increased operating costs and tough new state and federal water standards.

Estimates by both regulatory and industry people are that more increases will be imposed in the coming years.

Recent water rate hikes have ranged as high as 39 per cent in the City of Detroit which supplies water to nearly half the state of Michigan.

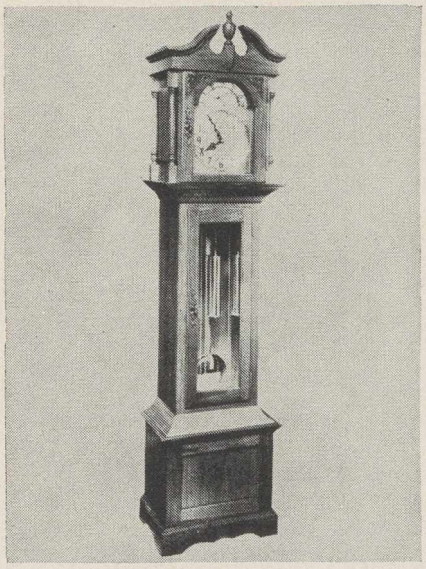
Water systems in 26 Florida counties recently were granted rate increases averaging 31 per cent.

One water company official predicted that by 1985 the price of water will probably be three times what it is today.

A study by the General Accounting Office, government watchdog for Congress, has concluded that 7 per cent of all the mail being distributed today by the Postal Service is being sent to the wrong address.

WHAT'S NEW

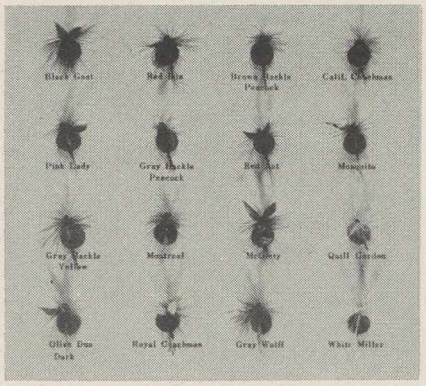
Clocks With Class



For those who like to do it themselves, these grandfather clocks can provide an enduring sense of satisfaction. Several different kits are available, in ¾-inch solid hardwoods with a choice of walnut, mahogany, cherry or fruitwood finishes.

The maker claims no special woodworking skills or tools are needed—difficult parts are pre-shaped, and the kits come with detailed instructions.

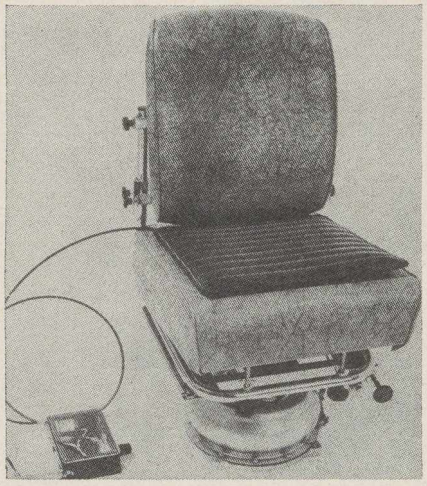
Fly Fun For Spring



It's about time to start thinking about dipping a lure into the rushing brook again, and this packet from Canada offers a lot of fun for a few fins.

The fly box contains 16 assorted trout flies on no. 12 hooks, and all are delicately handmade. The maker says they're so realistic that catching trout with them should be a "breeze." The flies are all different, and all colors. Included are: the Red Ant, Black Gnat, Red Ibis, Pink Lady, Royal Coachman, White Miller, to name just a few. They are fully guaranteed.

Driver's Vibes



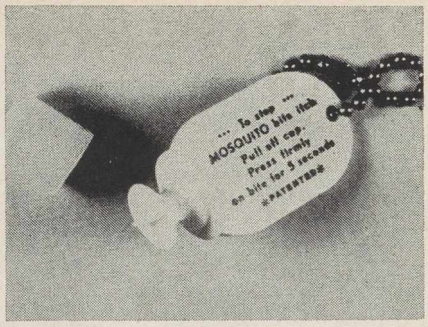
A new twist to keep the wrinkles out of your seat during long drives, this massaging seat cushion was developed originally for military aircrews. The cushion inflates and deflates on a set time cycle. The effect is a ripple, or directional massage, which is reported to stimulate blood circulation.

End The Sting

The return of good weather brings out the buzzers and hummers that accompany your favorite picnic. Here's a product that claims it can take the sting out after a mosquito makes his mark. Developed by a physician, the device is pressed to the skin where

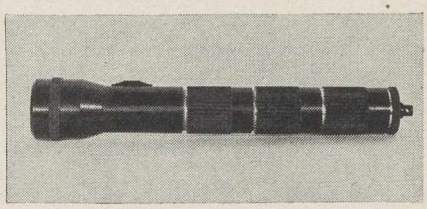
WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



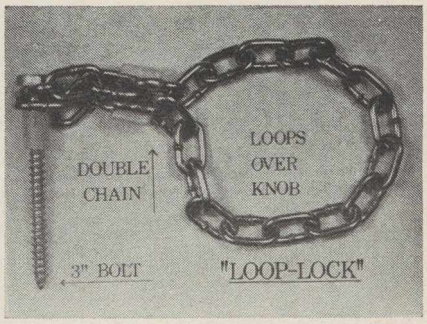
the mosquito bit, for five seconds. The mosquito saliva is diluted, and this, the maker claims, eliminates the itch. It comes as a key chain to make it always handy.

Tough Lite



Designed to tackle tasks a lot tougher than the usual flashlight, this modular item can withstand up to 9,500 pounds on the barrel, and over 15,000 pounds in the head, the manufacturer says. It was originally developed to provide a flashlight for fire or police work that could be used to smash through windows, doors, perform other non-routine tasks. It can serve as an emergency self-defense device, as well.

Household Security



This easily-installed door safety lock is said to be able to withstand the strength of three men trying to break in. The secret of the security? The 3-inch bolt is screwed into the studding of the home, and the high-strength chain is then looped over the doorknob.

Actual tests, the maker says, show that the locking device can withstand over 500 pounds of pressure. The device comes with a 5-year guarantee.

LAUGH LOAD



Those Crocodile Tears!

The Mama crocodile and the Papa crocodile had a terrible argument and she was left in tears. "The worst part of it is," she moaned, "I have no way to convince you I'm sorry!"

Just Slightly Confused

The conventioneer went into the hotel bar and asked the bartender: "Was my friend Vinson in here this afternoon?"

"Yes," replied the bartender, "he was here for quite a while."

"Now tell me this: Was I with him?"

No Mental Giant

We have a guy in our local who is so stupid that, if his brains were solid dynamite, they couldn't blow his hat off!

What A Coincidence!

The family was enjoying a picnic in the roadside park when the young son, looking over a hedge, said: "Hey! There goes a car with exactly the same license plate as ours!"

Calling for the Eighty-Six!

The three buddies had been drinking at a stand-up bar for hours and, eventually, one of them crumpled to the floor. One of the two remaining upright said to the bartender: "Let's have a coupla' refi!!s here!"

The bartender peered over the rail at the prostrate body and worriedly said: 'But what about your friend there?"

"Nuthin' for him," replied one of the pair. "He's gotta drive!"

Kids Will Be Kids

The traffic sign said: "School Zone—Slow—Don't Hit A Child!" Below had been added, in a childish scrawl: "Wait for a teacher."

More Dust on the Mantel

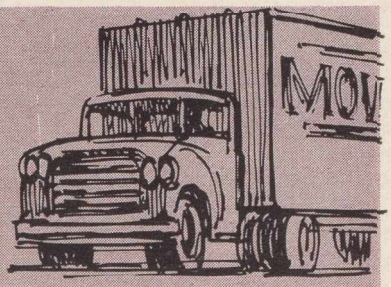
The old man from the country was waiting to see his nephew in the living room of the young man's boardinghouse. When the nephew came down, the uncle said: "That's mighty peculiar snuff you have in that jar on the mantel!"

"Oh, Lord," replied the nephew, "that's not snuff. Those are the ashes of my landlord's first wife!"

Fiduciary Fiddlesticks

Who said bankers have no sense of humor? Weren't they the ones who came up with the slogan: "Easy Payment Plan?"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME .....

NEW ADDRESS .....

..... City State Zip Code

OLD ADDRESS .....

..... City State Zip Code

LOCAL UNION NO. .....

SOCIAL SECURITY NO. .....

LEDGER NO. .....
(If unknown—check with Local Union)

NAME OF EMPLOYER .....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO
in Our Magazine



Vol. XXIII ***(From the April 1926 issue of the TEAMSTER)*** **Number 4**

Life Insurance Labor's New Field

Labor life insurance has proved a success in other countries and there is no reason why it should not prove an equal success in America. It is the only kind of organization that may successfully compete with the capitalist - controlled companies, the only kind that may give workers an equal opportunity to enjoy the full benefits, at least to such an extent as offered by the private companies to middle-class or wealthy policy holders.

The principal difficulty that will confront the Union Labor Life Insurance company will, of course, be the organization of a wide network of agencies, while at the same time keeping the premium rates as low as possible. As the experience of Germany and of England has shown, however, the labor company can easily compete with the capitalist companies by utilizing the union unit or the co-operative group as a collective agency and thus save a large and permanent expense.

Not over-eager to mass huge profits, a labor life insurance company will, no doubt, be able to eliminate for its policy holders such losses as are caused by cancellation as a result of difficult economic conditions, like unemployment, strikes, etc.

Labor's Picture Is Barred

Durham, N. C.—The mayor and common council refused to permit the exhibition of the moving picture, "Labor's Reward," in the municipal auditorium. The city fathers labored long and earnestly over the problem of whether the union meeting would be a picture show or an illustrated lecture. It was finally voted that it was a moving picture and the ban was agreed to.

The officials claim that the insurance rate would be raised $500 if the picture was shown, but this is denied by insurance men. The Durham County Progress, a weekly newspaper published in this city, said the claim is "pure bunk," and that insurance authorities stated the extra fire hazard could be covered at a small cost.

Local trade unionists made such protest against the council ruling, that the officials finally compromised by permitting the use of the auditorium for a trade union lecture and without the picture.

The council's action is indicative of the attitude toward the trade union movement in this state.

Only recently officials of the State Federation of Labor asked the governor to make a survey of conditions in textile mills, but the request was refused. The state university asked the Textile Manufacturers' association to permit students to visit textile mills for educational purposes, but this, too, was refused. It is a rare thing for a North Carolina textile worker to earn an average of $20 a week for a year. The work week ranges from 55 to 60 hours.

The anthracite miners are back at work with their organization intact after a struggle of nearly six months for a betterment of conditions. While they did not secure any increase in wages, the old saying: "It is better to have fought and lost than never to have fought at all," still remains true. No strike is ever lost. The employers have learned a lesson they will not soon forget and will not be anxious for another conflict. As a result of the suffering and persecution they endured, the Miners will more zealously guard their organization in the future.

The Situation In Indianapolis

Indianapolis, the city in which our Headquarters is located, is, perhaps, the most thoroughly non-union city of its size in America. It has a population of about 400,000 and lately a campaign was started, by the Chamber of Commerce, to increase the population to one million.

There are today 50,000 people idle in and around Indianapolis, mostly colored people, who have come into Indiana from Kentucky and other bordering southern states.

Wages paid, in most employments in Indianapolis, are low and with the number of people already out of work it is a crime to bring other people into the city and have nothing for them to do. Los Angeles, and other districts, found out what a menace and danger to society a condition of this kind proved to be.

The proper thing to do is to increase industry, to encourage manufacturing concerns to come into the city and build up business so that work may be assured the toilers before they are encouraged to come into a district. Idleness undoubtedly begets crime as men become desperate when they cannot get work.

If the Coolidge boom should weaken in any way for the presidential nomination, Hoover is waiting and watching, as no man ever watched before, to press his name for the office of President. Hoover is no mean candidate. He is perhaps as clever, and the most shrewd man that has held a Cabinet office in recent years, and as food administrator during the war, feeding hungry Europe, his work was marvelous. Calvin will have to watch his steps, if he wants to be the next Republican candidate for President.

It is not what you learn, but what you remember that makes you wise.

The administration in Washington is taking to itself all the credit for the substantial reduction in the income tax of the small payers. Great publicity is given the service rendered by the President because he eliminated the payment of income tax for those who receive only small salaries. Of course this was a great help to the working people who earned $1,400 or $1,500 a year and were expecting to pay some of it to the government. The truth of the matter is, they never should have been taxed. While great stress is placed upon the fact that hundreds of thousands of small tax payers will, under the law, be exempt this year, nothing is said about the multi-millionaires whose surtax has been reduced from 40 to 20 per cent, eliminating millions from their taxes, while the reduction on the salaries of the small salaried men and women is merely a trifle.

SAFETY

THE FIRST ORDER OF BUSINESS ON ANY JOB !

INTERNATIONAL

TEAMSTER



MAY 1976

INTERNATIONAL
TEAMSTER

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

COVER STORY

The Capitol as seen from the entrance to the International Brotherhood of Teamsters Building in Washington, D. C. The Capitol, symbol of our government, is located on what was once known as Jenkin's Hill, chosen by Pierre L'Enfant as he planned the Federal City. The building, originally designed by William Thornton in 1793, was not completed until 1863, at which time it was topped by the statue of Freedom which, hopefully, "would provide inspiration for the dispirited Union troops."

Whenever the Senate or House is in session, a flag flies over that chamber and a light shines in the upper dome whenever there is an evening session.

The President of the United States is inaugurated in ceremonies on the steps of the Capitol.

The Capitol is the place where laws are made, but it is also a museum of art and sculpture, where past and present come together to reflect our history.

We hope you like the new look of "International Teamster." This is *your* publication and we want to hear from you about it. Let us have your comments on this issue, we want this publication to be informative and entertaining, we want to hear from you.

Each month, we plan to feature a Teamster city. Next month, we'll highlight Los Angeles and the Teamster community there.

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VOLUME 73 NUMBER 5 MAY, 1976



DON'T BUY

BUDWEISER
BUSCH BAVARIAN
or
MICHELOB
BEERS

(See Page 3 for Details)



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FROM THE DESK OF FRANK FITZSIMMONS

Spring! A time for celebrating by nature and man

I remember reading that phrase years ago and it never seemed more appropriate than it does this year for us in the Teamster family. After 45 days of hard negotiating at Arlington Heights, Illinois, we have reached a proposal—in the mail to you now for your approval—for a new master freight agreement which labor and political writers have termed "an incredible victory." Now members of this international union, largest in the world, will receive the highest pay and best benefits of any labor force in the world. We have every reason to celebrate.

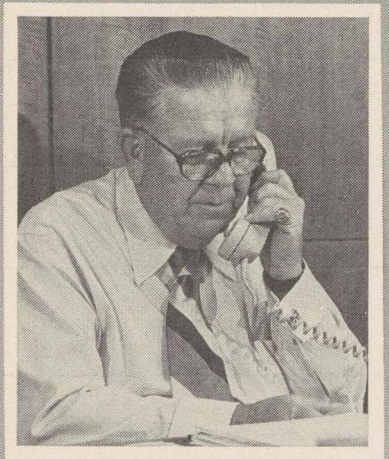
As your chief negotiator since 1967 I know you will forgive me a feeling of pride. Not a feeling of pride in any efforts of my own but pride for the combined contributions of our negotiating team. And even more, the greatest of pride in our Teamster members whose determination and support supplied the backbone to our negotiations.

Our Teamster triumph was a victory as well for the spirit and principle of collective bargaining. Thus, government and business as well as labor can share in the pride.

All around us at Teamster Headquarters it is obvious that Spring is a time of celebration for nature. Washington, a beautiful city by any standard and in any season, outshines herself these days. A profusion of colors cascade against massed marble of government buildings. The flowering crab trees line the walkways leading to the Capitol, its white dome against blue sky appearing like a fitting birthday cake for the nation's Bicentennial.

In this issue of The Teamster we begin a series of salutes to Teamster cities. As headquarters location it is appropriate we first turn our spotlight on Washington, D. C. Hopefully this issue will be helpful to Teamster families who are planning a Bicentennial visit.

If you are coming to Washington this year please stop by the Teamster Headquarters building adjacent to the Capitol and sign our Bicentennial Guest Log in the lobby.



Frank E. Fitzsimmons

DON'T BUY BUDWEISER, MICHELOB OR BUSCH BAVARIAN BEER

Dear Members:

The National Conference of Brewery and Soft Drink Workers and the eight affiliated Locals representing employees of the Anheuser-Busch Brewing Company are in the ninth week of a bitter strike against this company.

The strike resulted when all efforts to negotiate a new National Master Agreement ended in an impasse on March 1st. The strike was caused by the company's hard-nosed position on issues which go to the heart of the contract and job security. The company demands the right to increase the use of part-timers, the right to institute work rules without our approval, the right to subcontract the maintenance work being done by our members, but refuses to agree to even a modest cost of living clause and a workable grievance procedure.

In addition, the company is, for the first time in this century, deliberately engaging in a massive, national strike-breaking program. Beer is being produced, packaged and shipped by non-union strikebreakers at all eight plants of Anheuser-Busch.

In order to combat this strike-breaking attempt by the company, the Brewery Conference and the Locals involved in the strike have launched a nation-wide consumer boycott campaign with the support and approval of the International Union. Beer has traditionally been the beverage of working people. We feel that working people, as consumers, should not support a company that engages in such union-busting tactics.

Therefore, we call upon all Teamsters, their families and their friends to support our striking brothers and sisters by boycotting all Anheuser-Busch products until such time as the strike is settled and these products are once again produced by Teamsters under a Union contract.

DON'T BUY BUD, MICHELOB OR
BUSCH BAVARIAN

Fraternally yours,

Frank E. Fitzsimmons
General President

Ray Schoessling
General Secretary-Treasurer

MEMBERS VOTE ON NEW NATIONAL MASTER FREIGHT AGREEMENT-



'A LABOR LANDMARK', FITZSIMMONS SAYS

As we go to press a new National Master Freight Agreement is in the hands of approximately 450,000 Teamster members for ratification. The new agreement is effective April 1, 1976 and runs through March 31, 1979.

In commenting on the new agreement, General President Frank E. Fitzsimmons said, "In my opinion, we have just negotiated a landmark agreement that will put Teamster members back into the mainstream of American life. I would like to thank every member of the Negotiating Committee for his hard and effective work. The Committee and I urge the prompt ratification of our new agreement."

The agreement package is highlighted by a three-step wage increase totaling $1.65 per hour. There will be a 65¢ an hour increase retroactive to April 1, 1976. An additional 50¢ per hour will go into effect on April 1, 1977 and another 50¢ per hour effective April 1, 1978.

The agreement calls for a 3½¢ per mile increase in mileage rates also in three steps. The initial 1¢ per mile goes into effect April 1, 1976 with an additional increase of a 1¼¢ per mile becoming effective April 1, 1977 and April 1, 1978.

Unanimous Agreement

The new contract carries the unanimous agreement of the Union Negotiating Committee as well as the representatives of the locals.

The agreement was reached after particularly hard bargaining.

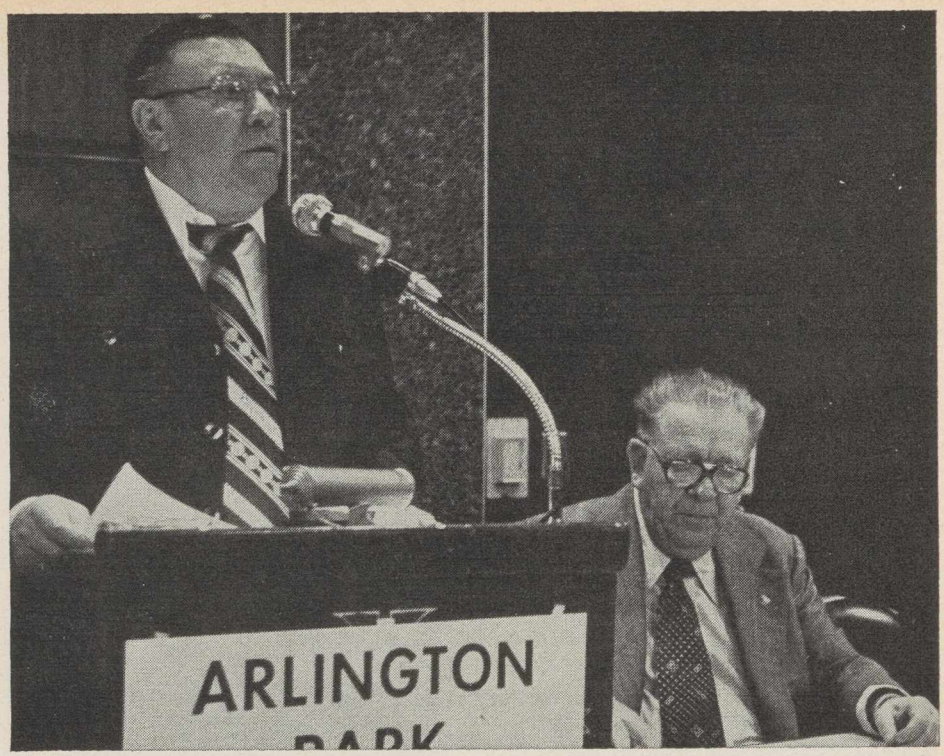
Other Benefits

A series of additional increased benefits are part of the new agreement:

Health and Welfare—Weekly health and welfare contributions shall be increased for each employee in the amount of $3.00 a week beginning April 1, 1976, paid by the employer, with an additional $3.00 a week added on April 1, 1977 and $2.00 a week more on April 1, 1978. The health and welfare payments total $8.00 a week.

Pensions—Weekly pension contributions shall be increased for each employee a total of $9.00 a week, paid by the employer, over the period of the agreement. The first increase of $3.00 goes into effect April 1, 1976 with an additional $3.00 per week increase on each of the next two April 1 anniversary dates.

Pension, Health and Welfare for Casuals and Extras—Except as provided in Supplemental Agreements, each employer will pay $6.05 per day into the applicable pension fund so that casuals may be covered by the pension fund after 1,000 hours of employment. Additionally, casuals and extras will receive 50¢ per



Opposite: General President Frank E. Fitzsimmons faces the television cameras to report on the successful negotiations leading to the new National Master Freight Agreement now in the hands of members for ratification.

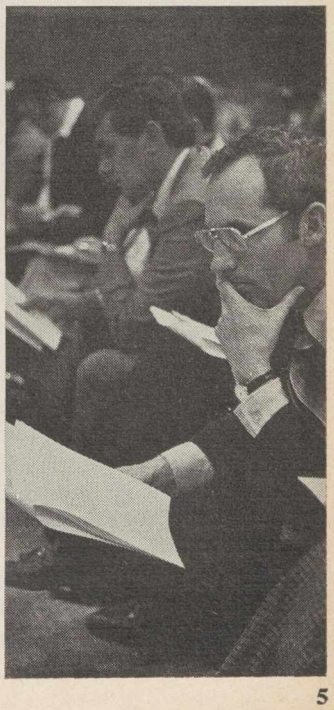
Above: Vice President Roy Williams, co-chairman of the negotiating team, speaks to the committee members.

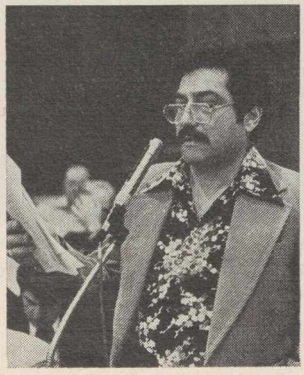
Below: Some scenes during the 45 days of negotiating.













hour up to a maximum of $4.00 a day in lieu of coverage by the health and welfare fund.

Sick Leave—Effective during the second and third years of the agreement, all Supplemental Agreements shall provide for three days sick leave each year. Sick leave shall be accumulated for the two year period up to six days and shall be paid if not used.

Lodging—Lodging will be one man to a room with certain exceptions for company-owned dormitories and rules to be worked out by the parties.

Owner-Operators—Effective April 1, 1976 the minimum rental for tractors is increased by 5½¢ per mile. Minimum rental rate for trailers was increased ¼¢ effective April 1, 1976 with an additional ¼¢ increase for each of the following two years.

Cost of Living—The major stumbling block in the final hours of the negotiations was the no "cap" cost of living. The negotiating committee stuck to its position and finally won its point. The formula is 1¢ per hour increase or .25 mills per mile for each .4 increase in the Department of Labor Cost-Of-Living index (1957-1959 equals 100).
The second cost-of-living increase will be effective April 1, 1978 and will be 1¢ per hour or .25 mills per mile for each .3 point increase in the Department of Labor Index (1967 equals 100).

Holiday Pay—Road Drivers—Road drivers will receive twelve hours pay when driving on the named holidays in addition to compensation for miles driven.

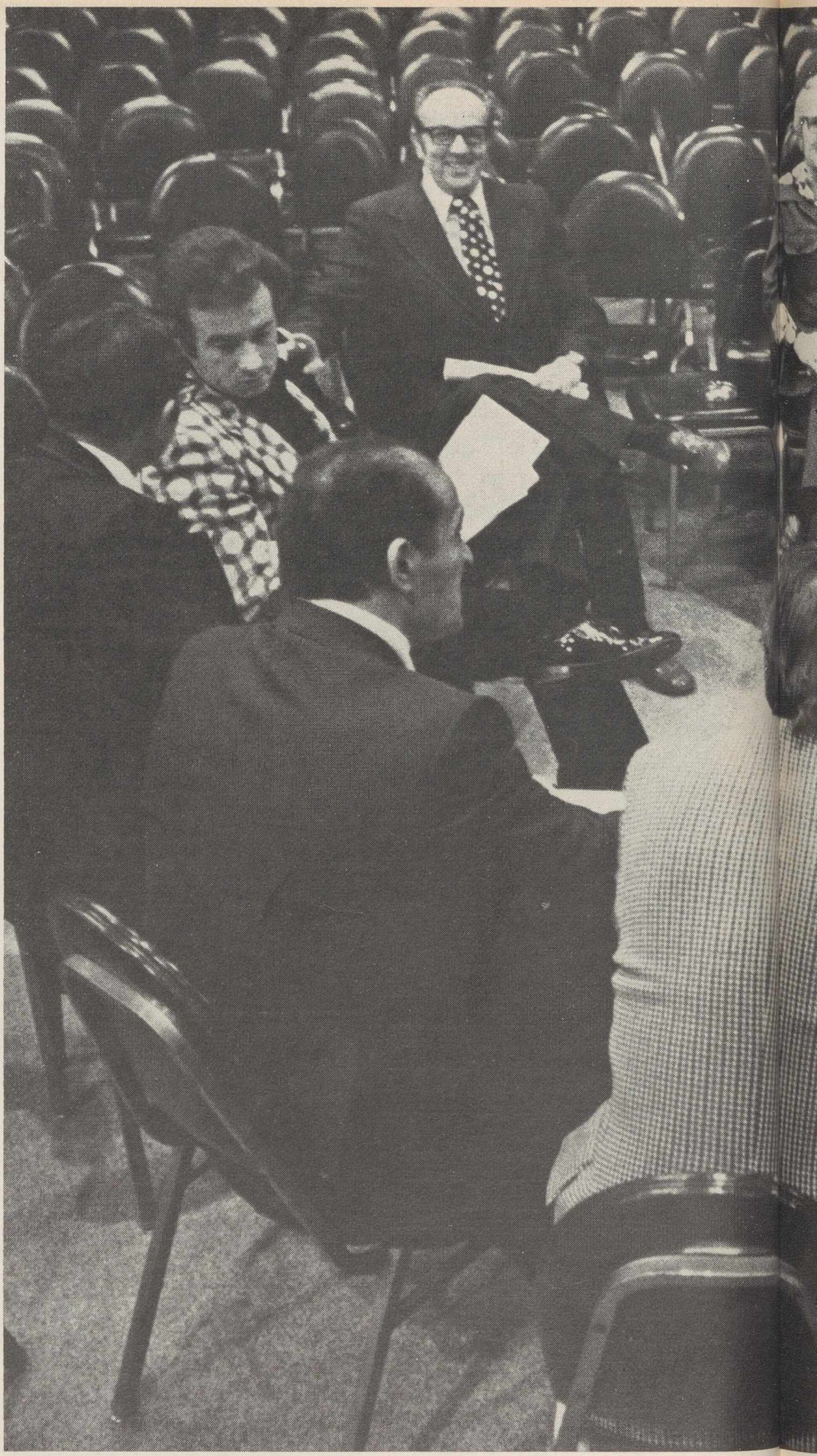
Air Conditioning—Effective April 1, 1977 all new equipment placed in service shall be equipped with air conditioning. Three years from April 1, 1977 all other road equipment shall be equipped with air conditioning. It is understood that a Joint Area Committee may waive installation of air conditioning in equipment where climactic conditions or other standards established by such Area Committee may exist.

In comments at a news briefing, Labor Secretary W. J. Usery, Jr., said the contract settlement is likely to be cited in upcoming negotiations by other unions in related industries, but it won't be an "overriding issue" in unrelated industries.

Usery praised labor and management in the trucking industry for reaching agreement without federal intervention.

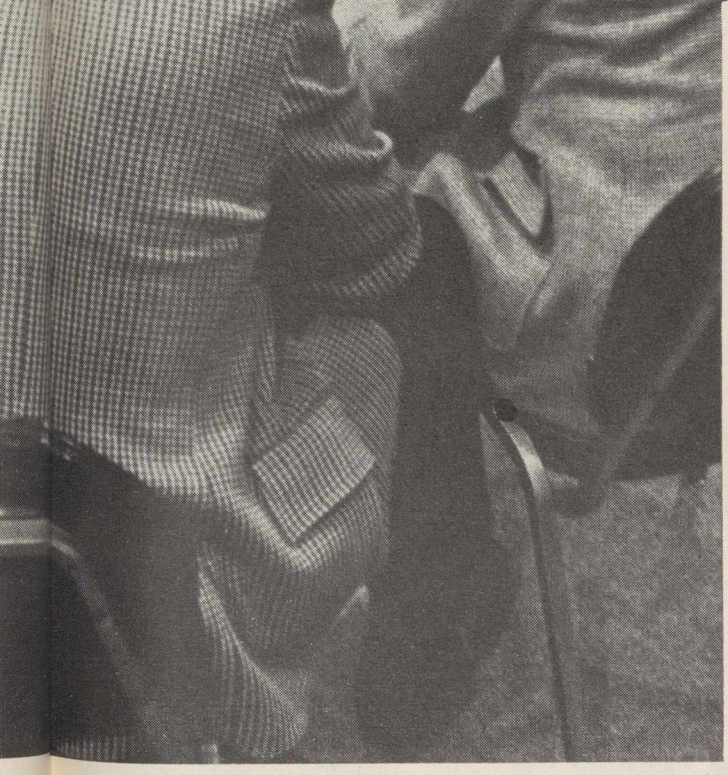
"To me," he said, "the most important factor to come out of the Teamster negotiations is that the parties were able to find an answer without direct interference by the federal government, other than our mediation services.

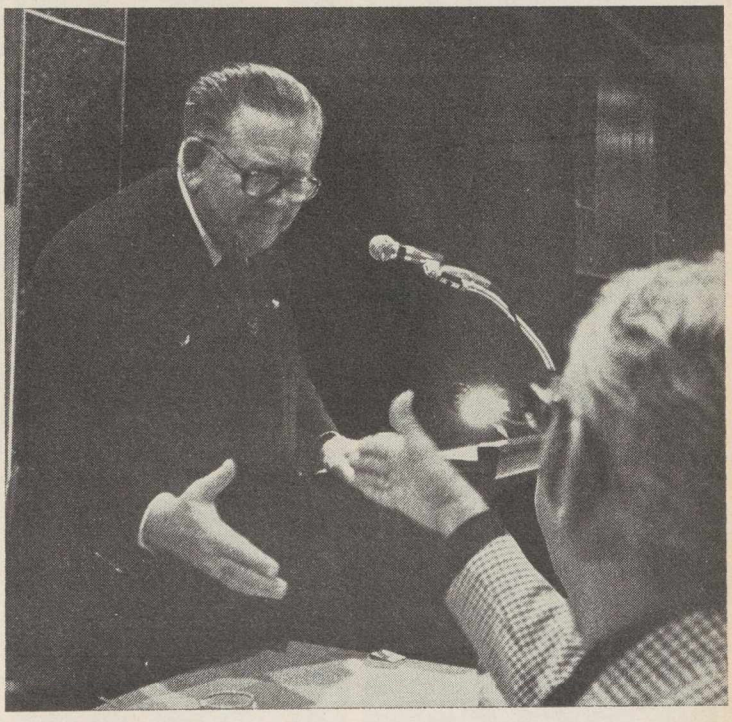
"Once again, as has happened so often during the economic uncertainties of recent times," Usery said, "the collective bargaining process worked."



Above: Committee members in discussion session
Lower Right: General President Fitzsimmons receives congratulatory handshake







DEVELOPMENTS IN TEAMSTER CONSTRUCTION JURISDICTION



Developments in Teamster construction jurisdiction were considered in depth when the policy committee of the National Building Material and Construction Division met at Scottsdale, Ariz., in mid-April.

More than 100 delegates and guests attended the annual 3-day meeting chaired by Thomas H. Owens, director of the division.

Teamster General President Frank E. Fitzsimmons sent his regrets at being unable to attend as planned. He was busy at a concurrent general executive board meeting, the date of which had been set back because of national master freight negotiations. Fitzsimmons complimented the division's work and achievements in his message as relayed by Owens.

Four major speakers were on the program:

—James F. Scearce, acting national director of the Federal Mediation and Conciliation Service, expected to be confirmed in the job as successor to Secretary of Labor W. J. Usery, Jr., who formerly held the post.

—William Raymond, associate director of construction for the Office of Federal Contract Compliance Program, Department of Labor.

—Gayle Sheridan, labor relations manager for Alyeska Services, Inc., the consortium of eight oil companies building the 800-mile trans-Alaska pipeline.

—Warren Morse, coordinator of the Occupational Safety and Health Division of the Western Conference of Teamsters. He filled in for R. V. Durham, national director of the Teamsters Union Safety and Health Department, who was unable to attend.

Scearce emphasized his main point that both labor and management negotiators in the construction industry must work to find ways of keeping union construction competitive.

He said the federal mediation service, established in 1947, has a history of good relations with construction Teamsters. He assured the delegates that his agency stood ready to help make collective bargaining as smooth as possible now and in the future of construction.

By way of providing greater service, the chief mediator said the post of "construction coordinator" has been established to handle special problems.

Scearce noted pridefully that mediation, as a tool, has become an acceptable feature of collective bargaining.

Some 315 field commissioners of the Federal Mediation and Conciliation Service, said Scearce, took part in 20,000 disputes last year. Their work was effective enough that the number of days lost to strikes was far lower than in 1947.

Raymond, federal contract compliance official, spent more time at the podium in a peppy question-and-answer session than in his opening talk largely devoted to a description of the federal program, its responsibilities and jurisdictions.

Raymond stressed the need for organized labor to recognize that minorities and the women's movement are "here" and that unions must develop affirmative programs to protect their positions.

He suggested that trade unions initiate a reeducation program aimed at the public to remind Americans what organized labor has accomplished through the years. It was his view that such a program would help bring balance to the tumultuous workforce attitudes of today.

Raymond's answers to delegate questions were informative. For example:

—Contractors are not required to hire unqualified workers.

—So-called "quotas" are only a test of compliance; more properly, they should be called "goals" rather than "quotas."

—Seniority is inviolate under the law with which the compliance program deals.

Sheridan, Alyeska representative, said nearly 50 per cent of the oil pipeline stretching from Prudhoe Bay to Valdez is complete and on schedule. The project completion date is set for the summer of 1977. By the fall of that year, according to Sheridan, 1.2 million barrels of oil will be flowing through the pipe daily.

Labor productivity on the multi-billion-dollar project has been relatively smooth —thanks to the project agreement to which the Teamsters are party—in Sheridan's opinion.

He said flatly, "We could not do the job without a project agreement."

Alyeska Pact

Sheridan commented that the safety record of Alyeska was well below half the norm for construction jobs, and showed a lengthy film illustrating the development of the work.

Morse, Western Conference safety coordinator, told the members of the construction policy committee of some new ideas being tried in that Area.

He said chief executive officers of all local unions in the west are being encouraged to appoint "safety committees," adding that about 90 per cent have done so to date. The purpose of the plan is to try to qualify specialists in safety and health at the local union level.

Morse remarked that at the national level there is a clear trend developing which indicates that the Teamster membership is becoming more safety-health conscious. He attributed this to the fine work by R. V. Durham, national director.

There also is a trend, said Morse, in which plant safety committees are assuming more prominence in local union affairs, and that safety-health issues are beginning to be used as tools to aid in organizing the unorganized worker.

In his report to the policy committee, Director Owens declared:

"Construction activities in all the area conferences have increased with more emphasis on new organization in the building material industry and retaining our jurisdiction. We expect to show some substantial increases in membership for our division over the next few years."

Owens added that it was his belief that the Teamster building and construction group was doing a fine job with a rate of high activity.

He noted that a wage reopener on the National Pipeline Agreement was coming up in July and that work was being done on the subject, also that the National Construction Agreement was almost totally concluded with the exception of talks still going on subcontracting language.

Along with numerous reports from members of the committee, the delegates also received briefings from construction division directors of the Area Conferences: Tony Capone, Eastern; Richard Crowther, Central; Deke DeCosta, Western. Also in attendance was Joseph Whiteford, director of the construction division for the newly-established Canadian Conference of Teamsters.

William McCollum, president of Teamster Joint Council 71 headquartered in Phoenix, welcomed the delegates.

Serving as host for the meeting was Teamster Local 83 of Phoenix, led by Robert W. Peterson, secretary-treasurer.

CONSUMER REPORT

FAIR TRADE LAW REPEALED

Have you ever wondered why certain products never seem to be discounted? It could be because they are "fair trade" items—those whose prices are fixed by manufacturers for sale at the retail level.

But now, a new law will make it illegal for this practice to continue. Under the Consumer Goods Pricing Act of 1975, retailers—and not manufacturers—will be able to set the prices for the things they sell, thereby enabling consumers to comparison shop for products at the lowest possible prices.

The new law went into effect March 12, 1976, repealing two old laws—the Miller-Tydings Act of 1937 and the McGuire Act of 1952—that amended the Federal antitrust legislation so that fair trading could take place.

Since the enactment of these two Federal laws, 46 states passed fair trading statutes. But over the years, many of these states began repealing these laws on their own. In fact, since January 1975, 15 state legislatures nullified their fair trade statutes. However, 21 states still had fair trade laws on the books when the new Federal law was enacted. Without these state laws, retailers will again be able to set prices on a more competitive basis and will enable consumers in all 50 states to shop for products at the lowest possible prices.

The new law should help consumers save money on a variety of products—both large and small. According to the Justice Department, repeal of state fair trade laws will encourage more price competition by retailers. Just how much this price competition could help consumers was demonstrated when the department conducted a study on fair trading. The study found that the freeing of retail prices from manufacturers' control could save consumers an estimated $11 billion a year.

Where will these savings be realized? Especially on stereo components, television sets, appliances, mattresses, kitchenware, watches, jewelry, bicycles and prescription drugs. These are the products that are most frequently fair traded.

The 21 states affected by this new Federal legislation are: Arizona, Delaware, Georgia, Idaho, Illinois, Indiana, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, North Dakota, Oklahoma, Pennsylvania, South Carolina, South Dakota, Virginia, West Virginia and Wisconsin.

ABOUT TO INVEST? INVESTIGATE FIRST

Investigate before you invest.

This word of caution concerns all financial investments, but it is particularly applicable if you are thinking of putting money into interest in oil or gas leases. According to the Securities and Exchange Commission (SEC), while a number of oil and gas programs are legitimate in their conception, unscrupulous promotors have used the lure of investing in these leases to defraud the public.

Interests in oil and gas leases are actually shares of a lease for a piece of land that has been rented by a company to drill for gas or oil. By selling fractional interests in the lease, the company is permitted to raise a total of $250,000 for drilling and, if oil or gas is found, the consumer-speculator is supposed to get a percentage of the profits from what is produced.

But what is happening, according to the SEC, is that some unscrupulous promoters have used this method of investing to develop lucrative oil and gas lease swindles.

They work like this:

After buying oil and gas leases and filling out the appropriate forms with the SEC, promoters then get telephone directories, buy name lists and hire salesmen (who often know nothing about oil or gas) to make their pitch. Typically, unfounded claims or suggestions of potentially spectacular profits are made. The consumer, however, is not told anything about the nature of the company offering the interest or the risks involved in speculating.

Because unscrupulous promoters have used fractional interest offerings as a way to bilk the public, SEC advises you to be wary of salesmen trying to sell you interest in an oil or gas lease. But if you are interested in investing, SEC suggests that you take these precautionary steps first—before you put down any money:

- If you get an unsolicited call or letter, ask how the company got your name.
- Find out if the offering is filed with the SEC and the Securities Commission of your state. Also ask the salesman if he is licensed to sell securities in your state.
- Ask for a copy of any geological report that may have been made (however, keep in mind that these reports are not assurance that oil or gas is present) and review it with someone knowledgeable.

SEC also advises that you resist pressures to make a hurried decision and that you consider the risks in relation to your own financial position. Also remember that legitimate companies and promoters are not hesitant to provide you with information about the company or the actual investment. Therefore, if the people you talk to are reluctant to give you these facts, it should be a red flag to you against making the investment.

ABCs of CBs

Citizens Band (CB) radio equipment has become one of the fastest-selling items in the electronics market. Already an estimated 11 million CB transmitters are in operation and by the end of 1976, sales of CB equipment are expected to hit the billion dollar mark.

But although millions of consumers have joined the world of CB, many still feel unsure about buying the radio equipment—particularly because there are so many kinds of units to choose from and because they are so easily stolen from cars. To help these potential CBers, the Federal Communications Commission (FCC), which regulates CB transmissions, and the CB Center of America makes these suggestions about buying and using CB radios.

- First decide on your own needs. The number of channels and the range you want will, to a large extent, determine the price you will have to pay for your unit. Incidentally, it is suggested that you buy in the middle range of the market—sets ranging from $140 to $180 are generally the most economical for beginners.
- Shop around. Prices of CB units vary widely and a little looking may save you a lot of money in the long run.
- Before you buy, check warranties. Find out what parts are guaranteed and for how long. Compare warranties.
- Equip your unit with removable mounts—or a detachable antenna. CBs are a target for theft, and a CB antenna marks your transmitter for a "hit."

If you are in the market for a used CB set:

- Before you buy the set, take it to a local service center to have it checked by a technician. Make sure that all parts are working and that nothing has been tampered with. Also, be sure that the unit has

LABOR NEWS REPORT

been FCC approved (this approval will appear on the unit itself).

• Give the set an "on the air" check—be sure you like the sound and range you are getting.

Once you have purchased a CB unit—either old or new:

• Register with the FCC and get a CB license. FCC has lowered the CB licensing fee from $23 to $4 and has made it easy for CBers to register. However, FCC is also cracking down on those who do not. CBers operating without a license—which is a violation of FCC regulations—can be fined up to $10,000 or be sentenced to a year in prison or both.

• Get a copy of and observe FCC's CB regulations. Copies of USC Title 47, Part 95 (FCC rules governing Citizens Band) are available from Superintendent of Documents, Government Printing Office, Washington, DC 20402, for $5.35. If you have any questions about CB rules or licensing, write to Amateur and Citizens Division, Federal Communications Commission, Washington, D.C. 20554, or call 202-632-7175.

These reports have been prepared by the Office of Consumer Affairs. Department of Health, Education and Welfare.

FLU VACCINE FOR FALL

A $135 million emergency program to innoculate the entire population of the United States has been signed into law by the President. The threat of a swine virus epidemic—a flu which can be fatal—inspired the emergency program. About $100 million will be used to purchase the vaccine. The remainder will be used to put the vaccine in the hands of state and local health authorities and private physicians who will administer it to the public. Vaccine should be available nationally this fall. *Be sure you and your family are vaccinated.*

KIDNEY FAILURE UNDER 65 PROTECTED BY MEDICARE

A little known provision of the Medicare Law as amended in 1972 provides Medicare protection for people under 65 with permanent kidney failure. Today, according to the Department of Health, Education and Welfare, 23,000 persons are receiving life-saving services under Medicare.

Copies of a free booklet, "Medicare For People Under 65 With Permanent Kidney Failure" are available at the social security office nearest you.

WASHINGTON, D.C.

President Ford's veto of legislation to end restraints on political activities of 2.8 million Government workers brought a sharp attack from the Public Employee Department of the AFL-CIO. The veto of amendments to the Hatch Act of 1939 which would have permitted civil servants to seek elective office or support partisan candidacies probably kills the legislation. PED President W. Howard McClennan called the veto "indefensible" and a "partisan, fearful response. . . . Once again, federal service employees have been slotted into a special category of the American workforce, in which their rights are somehow differently defined from other workers."

OTTAWA

Canada's first Conference of Women Trade Unionists has recommended establishment of a Women's Department within the Canadian Labour Congress. The Conference, sponsored by the CLC, was attended by 400 women unionists.

WASHINGTON, D.C.

One hundred and fifty-six labor organizations have scheduled conventions for 1976, according to the Department of Labor's Bureau of Labor Statistics. The 1976 calendar lists conventions for 53 AFL-CIO unions, 44 independents, 36 employee associations, and 23 State labor bodies. Twenty-five of these unions and four associations reported membership of 100,000 or more.

Most conventions are expected to devote much time to a review of the organizations' constitutions and consideration of possible amendments. Some will elect officers, some may endorse a candidate for President of the United States.

WASHINGTON, D.C.

Secretary of Labor W. J. Usery, Jr. has named Bernard E. DeLury Assistant Secretary for Labor-Management Relations.

In making the announcement, Usery said: "With this year's heavy collective bargaining calendar, the need for labor-management expertise is pressing. Bernie DeLury is highly respected in both the labor and management fields and will bring this valuable experience to the Department's related programs."

DeLury, 38, has been Assistant Secretary of Labor for Employment Standards since May 23, 1973. Before then, he was New York Deputy State Industrial Commissioner.

He will also serve as Administrator of the Department's Labor-Management Services Administration, and will have overall responsibility for Department activities under a number of key laws and programs.

These include: the Employee Retirement Income Security Act of 1974, the Labor-Management Reporting and Disclosure Act, veteran's reemployment rights law, and federal labor-management relations under Executive Order 11491.

Before joining the New York State Labor Department as a special projects assistant in 1967, Delury was supervisor of the Security Benefits Fund of Local 831, Uniformed Sanitationmen's Association. He also has been an apprentice, journeyman and foreman lather, having served his apprenticeship with Local 46, Wood, Wire and Metal Lathers International Union, AFL-CIO.

ST. LOUIS, MO.

Still another study has shown that federal statistics undercount the unemployed. A University of Missouri study for the City of St. Louis charged that unemployment in St. Louis during one month last year was actually 7.4 per cent higher that the government's Bureau of Labor Statistics said it was. In two other months studied, the government underestimated unemployment by 4.4 per cent and 3.7 per cent, respectively.

DENVER, COLO.

The Oil, Chemical and Atomic Workers Union has filed suit against the Labor Department, alleging that the Occupational Safety and Health Administration has delayed setting safety and health standards until after the November elections. The OCAW suit contends that included among the delayed standards are those setting exposure levels for such cancer-causing agents as asbestos, arsenic and beryllium. The union said OSHA also is guilty of foot-dragging on more general health problems as well, such as excessive noise. Named in the lawsuit, are Labor Secretary W. J. Usery, Jr. and Dr. Morton Corn, assistant secretary of Labor for OSHA.

(Continued on page 30.)

POLICY FORUM

The Teamsters in National Collective Bargaining

Today, as the *National Journal* goes to press, 332 local unions of the International Brotherhood of Teamsters, Warehousemen, Chauffeurs and Helpers of America are negotiating through their National Negotiating Committee with representatives of the nation's over-the-road and local cartage carriers over the terms of the renewal of a contract which affects to some degree the lives of every American. This is the so-called "National Master Freight Agreement." At the same time the International Brotherhood of Teamsters itself—two million members strong—is being accused by such diverse authorities as the pornographic press, a television network and a school of United States Senators who should know better, of being under the control of organized crime—to degrees varying with the imagination of the accusers and luridness of the media used.

The accusations of "organized crime" influence in the conduct of the affairs of the International Brotherhood of Teamsters—I shall call it "the International Union" to distinguish it from many local unions forming the whole—does not really merit discussion here. The accusation is false and the Department of Justice acknowledges as much. *If it is not false, the National Master Freight Agreement negotiations should not be taking place.* They *are,* however, and I should like to explain why, and how it all began.

Many experienced government officials view the outcome of these negotiations as establishing a pattern for economic settlements in other key industries. Yet, as chief negotiator for the unions in these national negotiations since 1967, I am constantly amazed by misconceptions and myths prevalent in the public's conception of our National Master Freight Agreement.

The National Agreement did not develop overnight, or as a naked power grab; rather, it evolved over a period of years as a response to changes in the trucking industry and to the obvious need for broader protection of our members' economic gains and job security. Prior even to the advent of area negotiations, contracts between employer and employee were negotiated on an individual local union or very limited geographical basis with each contract providing for its own wages, hours and working conditions. For example, a trucking employer would have, within the same state, many individual collective bargaining agreements, all having different provisions for starting times, dispatch procedures, loading and unloading requirements and grievance procedures. This fragmentation of collective bargaining led to the inevitable: the very nature of the business required Teamster-driven trucks to cross jurisdictional lines of hundreds of local unions, with the resultant chaos and turmoil being compounded by negotiations and, frequently, strikes over renewals of collective bargaining agreements which expired at different times. Disruption of the distribution process was endemic during this period because lawful strikes were commonly called to resolve local grievances, instead of resolving the dispute by some form of arbitration. And frequently large sections of the country suffered from the domino effect of these events.

Our members (as well as the American public) also suffered greatly, and the employers took full advantage of our intra-union competition by threatening to transfer work from the jurisdiction of one local union to another unless certain concessions were granted. With the local's members' jobs thus at stake, there was a powerful lever for pitting one local union against another to temper demands for workers' benefits.

Changes in the trucking industry: At the same time, the structure of the trucking industry was gradually changing as the carriers gravitated toward nationwide rather than local or regional service. This type of service required a high degree of coordination in the movement of freight, substantial uniformity in labor costs, a standardization of working conditions and a reduction in disruption of service by work stoppages. The developing trend in the industry was reflected in the growth of larger and, in some cases, nationwide carriers replacing smaller local carriers. Beginning with contracts covering larger and larger geographic areas, the breakthrough occurred in 1964 with the first National Master Freight Agreement. Since then, successive National Agreements have been negotiated at three year intervals, and today the Agreement covers approximately 16,000 trucking firms and 400,000 Teamster members. I have been the chief negotiator for every Agreement since then, and it is the pride of my lifetime that every negotiation has been peacefully and successfully concluded.

The initiation of strikes: Let me turn for a moment to the matter of work stoppages—or "strikes." Contrary to the popular myth, strikes in the Teamsters Union are called by the members of the striking unit and not by any single officer or group of officers. The Constitution which governs all Teamster organizations and members requires that before a strike may be called, the members of the local union involved must vote by secret ballot and by two-thirds majority to approve the action, thereby precluding any abuse of strike action without the support of the membership. But despite the local situs of strike votes, the impact of the National Agreement on the number and nature of strikes is of great importance to our members and, more importantly, to the public.

Settling strikes: Admittedly, prior to the National Agreement strikes and work stoppages were rampant in the trucking industry, and something we never viewed with pride. Now, the National Agreement contains a mechanism for the settlement of disputes at all levels. And it requires, with few exceptions, that no stoppages occur during the resolution process. The basic premise underlying our procedure is that the industry and the unions make every effort to resolve their own problems without resorting to outside interference. Accordingly, the National Agreement and its supplements provide for a series

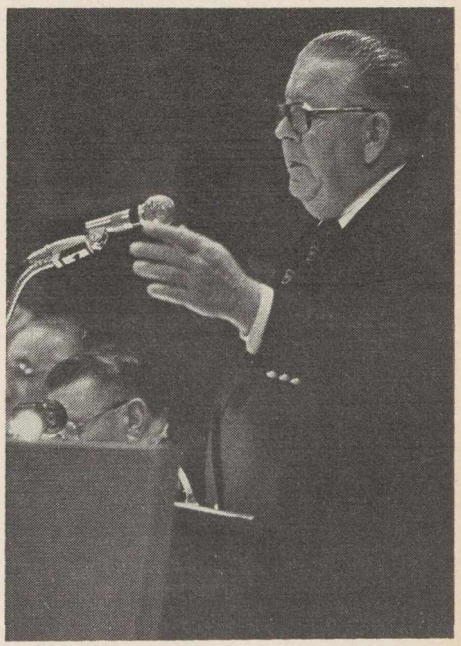
Reprinted from the April 3rd issue of "National Journal," a Washington-based weekly on politics and government.

of permanent bodies, composed of equal numbers of industry and union representatives and ranging from the local unions through succeeding levels to a National Committee. The Supreme Court of the United States has recognized these joint committees as arbitral bodies and has acknowledged the final and binding effect of their decisions. If settlement of disputes by an outside arbitrator was required, the costs would not only be prohibitive but would literally bankrupt some local unions and even some employers, and the decisions would in many cases not reflect the intent of the negotiators. Our system has the advantage of providing an expeditious and inexpensive means of resolving disputes by those who are continually involved in the implementation of the Agreement, and may even (ideally) have participated in its negotiation. Both of us—labor and management—believe that when those who are most familiar with the Agreement and its problems participate in the resolution of the disputes arising under it, the decisions invariably reflect the intent of the contract negotiations and the facts of life in the trucking industry. The system *works*, because we make it work.

Despite all of this, our critics have ominously decried the power that the International Union has, by virtue of the National Agreement, to cripple the nation's economy by conducting a nationwide strike. We in the International Union recognize that this potential exists, but we have also recognized our obligations to the country as well as our members and have therefore, acted in a very responsible manner out of a concern for the national interest. The widely-publicized "strikes" in recent years in the trucking industry were nothing more than boycotts led by non-union owner-operators and marked by considerable "hoodlumism" and violence. They were totally irresponsible actions which received no support from Teamsters Unions or their members. The stark contrast between these actions and the dramatic *decrease* in strikes in the *organized* trucking industry makes manifest the benefits which the National Agreement has conferred on our members and on the American public. And remember, one fact stands out above all of the diatribe: *since the inauguration of national collective bargaining by the Teamsters in 1964, there has never been a national strike in the over-the-road transportation industry.*

Change-of-operations committees: I should like to interject there that our developing sense of joint union-industry responsibility has led to another striking feature of our National Agreement: the establishment of the "change-of-operations" committees. It is in the nature of the trucking industry that terminals be relocated to accommodate new customers, changes in the interstate road system and changes in the customers' servicing requirements. Previously, an employer might transfer work or relocate a terminal leaving the members with no employment or, if they were permitted to transfer to another location, with no transferrable seniority or benefits. The National Agreement provides that an employer may not transfer such work or relocate terminals without the approval of an appropriate change-of-operations committee which, like the grievance committee, is composed of equal numbers of employer and union representatives. If the change-of-operations committee approves the proposed relocation, the committee can establish the seniority of the members involved and specify other protections of those members affected. The National Agreement limits the number of times that an employer may uproot our members and now requires the employer to pay for the costs incurred incident to moving. Some may view the concept underlying the change-of-operations committee as being an infringement on management's right to operate its business; however, we insist upon our participation in such decisions as necessary for the protection of our members' seniority, pension rights and job security, and our employers now agree to the fairness of this provision.

As you have read this you have, perhaps, received the impression of a drawing together of many independent, autonomous unions into a unified whole for the purpose of forming a united bargaining front—and also of a trucking industry whose thousands of independent participants have done the same thing. The impression is a correct one and the development, as I have said, is consistent with the times. Now, may I briefly return to the joint efforts of the girlie magazines and the boob tube and the politicians to smear this great trade union. I shall contain my personal outrage over this to make a plea for our members. While our locals have united for the common good to negotiate for the well-being, dignity and security of all of us, they have not sacrificed their independence to conduct their everyday affairs, to discipline their own members and to elect their own officers. While I have long ago despaired of seeking objectivity and accuracy from the pushers of pornography, I do hope to "score" with our other accusers by observing that *there is a strictly proscribed limit to the remedies of the International Union against the transgressions of those members who are elected to positions of control in its local unions.* The Department of Justice has no such proscriptions, and we have repeatedly pledged our cooperation to a succession of Attorneys General. But if, indeed, our strength of unity is also a weakness in our public relations, we shall, to a man, choose to retain our unity. We ask only that you attempt to discern the difference and view our national collective bargaining concept in its proper context.

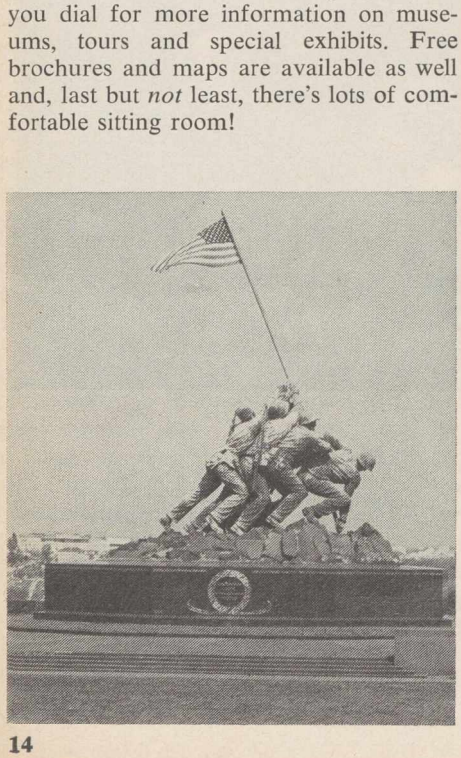


Frank E. Fitzsimmons, General President
International Brotherhood of Teamsters
Chauffeurs, Warehousemen & Helpers
of America

TIPS ON TOURING BICENTENNIAL WASHINGTON

This year, Washington is truly the nation's Bicentennial showcase. If you plan to celebrate our 200th anniversary in the capital city, you'll find all the old favorites spruced up for the occasion, plus hundreds of new exhibits, events and spectaculars for every taste planned especially for this special year.

Where to start! There's a brand new starting place right in the middle of much of what you'll want to see. It's the new Bicentennial Information Center open from 10 to 6 seven days a week, in the spacious Great Hall of the Department of Commerce on E Street between 14th and 15th. Here in pleasant, soothing surroundings you can get answers to your basic questions at a general information counter, as well as answers on just about any specific at specialized areas. There are services for the handicapped, a Travelers Aid area, an infant care area, a bookstore where you can buy guides to Washington, including walking tours of different areas and inexpensive government publications on all subjects. There's even a bank of hotline telephones that you dial for more information on museums, tours and special exhibits. Free brochures and maps are available as well and, last but *not* least, there's lots of comfortable sitting room!



How to Get Around

Park and Ride

To assure yourself of a carefree, enjoyable visit to Bicentennial Washington, take advantage of the new "Park and Ride" special bus service provided by Washington's Metropolitan Transit Authority.

You can (1) Park free at three large shuttle bus fringe lots—at RFK Stadium, the North Pentagon Parking Lot and at Fort Myer South Post—purchase tickets at special kiosks and shuttle swiftly, at family rates, by Metrobus to and from the Mall between 9 a.m. and 10 p.m. or (2) Patronize any of the 17 radial suburban service routes with corridors into the downtown area.

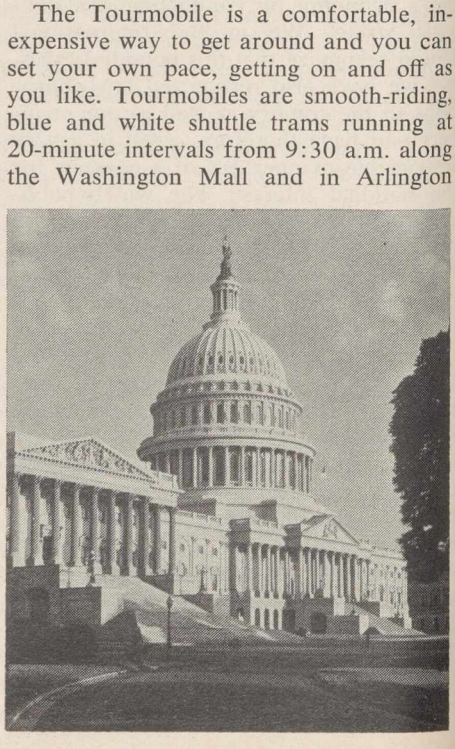
As you approach the city you will be guided toward the shuttle bus and other fringe parking lots by large **Advance Information** signs and as you get closer to the city, smaller **Trail Blazer** highway signs will take over to guide the motorist clearly and directly into the three large shuttle fringe bus lots. Bus information will also be available at drugstores, kiosks, airports, the railroad station, and from over 100 students dressed as "Yankee Peddlers" on duty around the city. The $1.50 fare is for one adult and one person under 18 for the shuttle bus, 75¢ for the elderly, handicapped and children. The bus fare on the 17 radial routes is 75¢ outside D.C. and 50¢ inside D.C. Regular Metrobus fare is 40¢ exact change.



When you plan your trip to Washington, write for the Bicentennial Metrobus Brochure and the Tourbook to: Metro, Box 1200, Washington, D.C. 20013. Or, call the National Telephone Information Service free for special inquiries about the Bicentennial bus service: 800 424-9755. For Local Telephone Information Service call 202 737-6666 for transit and housing information, or 202 637-2437 for Metrobus information.

The Tourmobile

The Tourmobile is a comfortable, inexpensive way to get around and you can set your own pace, getting on and off as you like. Tourmobiles are smooth-riding, blue and white shuttle trams running at 20-minute intervals from 9:30 a.m. along the Washington Mall and in Arlington



Cemetery across the Potomac. You can buy your tickets on the tram and get off for as long as you like at each of the 11 sites on the Mall or the 8 at Arlington . . . or just stay on, rest, and listen to the narrator's history with details of the sites along the route—sprinkled with a little human interest on the side. All stops along the route are marked with a "Tourmobile Starts Here" sign. Tickets for the Washington Mall Tour, good for unlimited reboarding during the same day are $2.50 for adults and $1.25 for children, the Arlington tour is $1.25 and 75¢ and a combination of both costs $3.50 and $1.75. A good buy! (Call 202—638-5371 for details).

The Metro

At last, Washingtonians will tell you, we have a piece of our Metro in operation. The first leg—4.5 miles—of the capital's long-awaited subway system is now in operation, all bright and clean and new. There's a station at 13th and G, near your starting point. If you take the train there, you'll be at Union Station with one stop in between. In July, the National Visitors Center opens in the station, and the station is also near Capitol Hill (and IBT headquarters).

National Heritage Theater

Near the Department of Commerce's Great Hall—down the street at 13th and E—is the new National Heritage Theater. The attraction is a unique one—"The American Adventure," an exciting 50-minute multimedia panoramic look at history through sight and sound, setting the scene much like a national family scrapbook. Visit this theater early during your trip to Washington. "The American Adventure" is privately financed and costs $2.25 for adults, $1.25 for children.

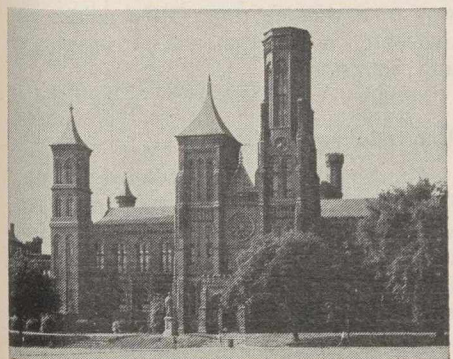
The Smithsonian

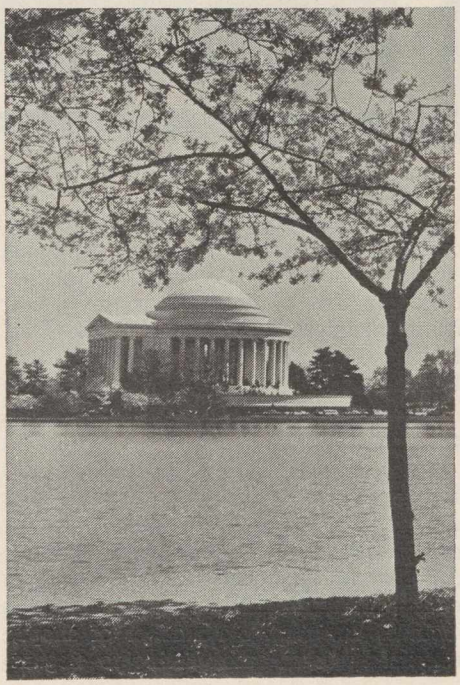
From the theater, it's a short walk to the National Archives (Pennsylvania Avenue at 7th Street, N.W.) the permanent residence of the three documents of our democracy, the Declaration of Independence, the Constitution and the Bill of Rights. Now you are also in the heart of Smithsonian-land with its wondrous museums—Natural History, the National Gallery of Art, History and Technology, among others. The new Air and Space Museum celebrating man in flight from the Wright Brothers to the space and supersonic age is scheduled to open July 1.

The dramatic cylindrical building you can't miss on the Mall is the new Hirshorn Museum and Sculpture Garden, a celebration of modern art in beautiful surroundings. The Hirshorn rises in stark contrast to the Victorian Smithsonian "castle," the first in the Smithsonian complex. If you are interested in what our Centennial was like, you can visit a recreation of the Philadelphia Exposition of 1876 at the Arts and Industries Building (between the Hirshorn and the "castle") beginning May 10. Bicentennial hours at the Smithsonian buildings are from 10 a.m. to 9 p.m. Several of the museums have excellent, inexpensive dining facilities, from snack bars to large cafeterias. Starting on June 1 you can enjoy a brand new eating experience at the National Gallery. While sitting underground at the new concourse-level sidewalk cafe, you will be treated to a view of trees, plantings and even a waterfall through skylights all around the cafe . . . a welcome addition to the new wing of the National Gallery. Government building cafeterias are also open to the public—good food at low prices. Be sure to check on the hours of dining (and all other special activities) because some schedules are being altered as the Bicentennial builds up. One evening, eat an early supper and tour a museum 'til closing time.

Capitol Hill

No tour of Washington is complete without a trip to Capitol Hill. Here all the laws of the land come into being and your elected representatives are at work for you. Write your Congressman in advance for a pass to the House and Senate galleries to give you a firsthand look at Congress in action. Try to take in a hearing, too, if there's one on a topic you're interested in. Check the Washington papers for listings. (Calendars of events also appear regularly in the local







Photos Courtesy of Washington Area Convention and Visitors Bureau

newspapers). Take a tour of the Capitol while you're there. Free guided tours start every few minutes in the Rotunda—and be sure to take a free ride on the "Senate subway" which goes from the basement of the Capitol to the Senate office buildings. The people-watching is great!

Festivals

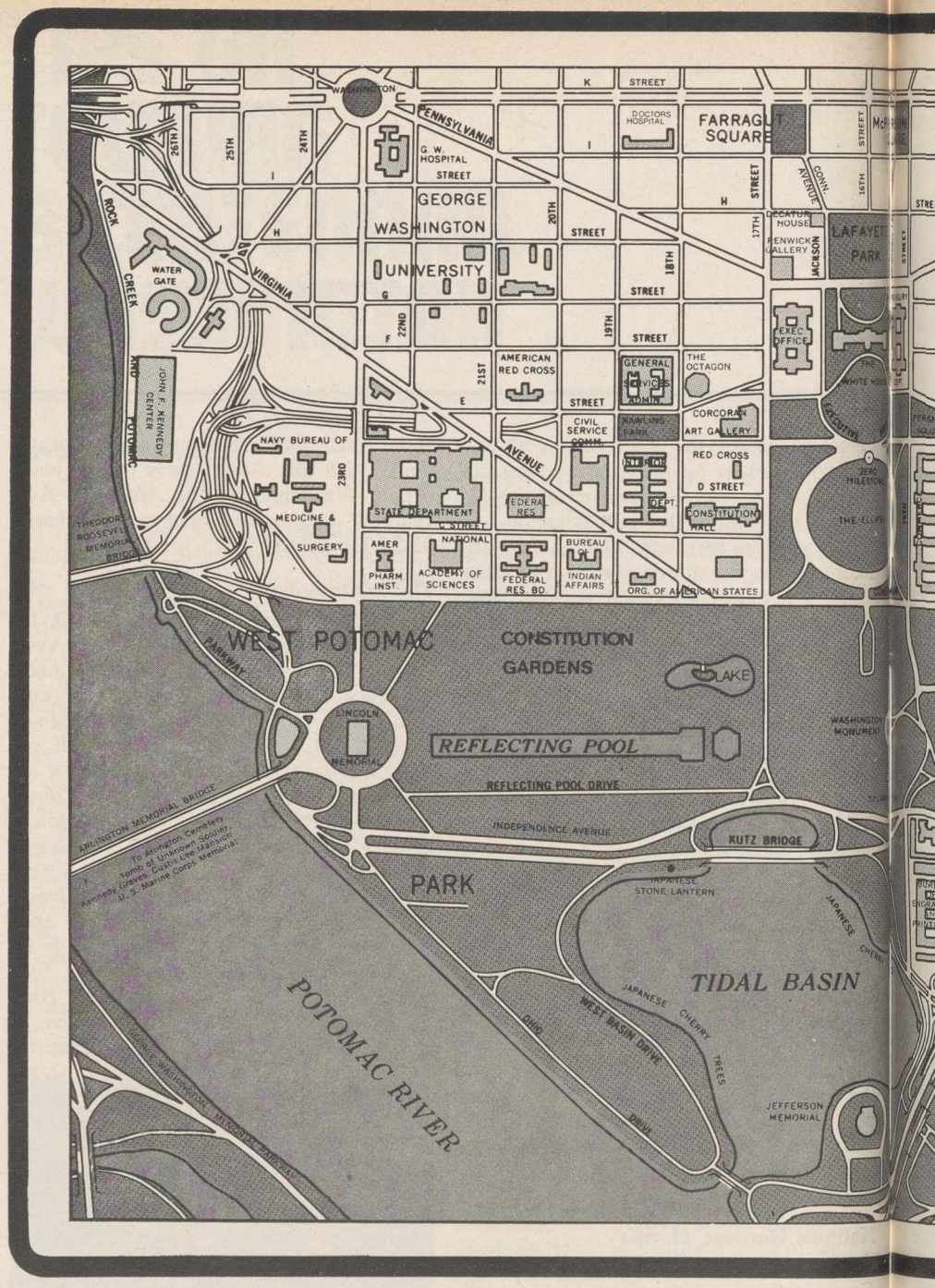
One of the many events that's a "must" if you plan to visit Washington between June 16 and September 6 is the Festival of American Folklife sponsored by the Smithsonian, which will be located between the Lincoln Memorial and the Washington Monument. More than 5,000 craftsmen and musicians will celebrate America's folk traditions, arts, crafts, skills. Regional America, old ways in the new world, working Americans, native Americans—all will be saluted during the weeks of the festival. There will be children's areas, food for sampling and eating and entertainment.

After a day of touring you may just want to stay where you are and relax at the Great America Festival, presenting American music from ragtime to rock. Performances will be from June 14 through September 6, from 8 to 9:30 p.m., Tuesdays through Sundays on the grounds of the Washington Monument.

The White House

Of course you'll want to tour the home of the Presidents (be sure to read the special story on the White House in this issue). No more waiting lines! A new system has just been inaugurated. You'll be given a ticket stamped with the time at which you can take the tour. (This has also just been instituted at the Washington Monument). You are then free to sit in a waiting area in the ellipse behind the White House, with entertainment provided by various groups. You can also go to the information center, described earlier . . . or to a delightful aquarium in the basement of the Department of Commerce. If you have a coin fancier in your family, or if you'd like to bring back a gift for one, stop in at the Treasury Department, just across the street from the White House. It has a "cash room" where you can buy mint coins and sets and new silver. Medals are also available for purchase—and, there's an exhibit room as well.

Remember to get your tickets as early as possible in the day! Then, if it's a pretty day, consider a picnic in Lafayette Square Park which has great patches of grass for sitting, fountains, flowers, statues and more history surrounding the park on all sides. Many Washingtonians enjoy spending their lunchtimes there. You can get good things to eat from street vendors and carryout shops in the vicinity—if you take a short walk over to Connecticut Avenue, you can even find a vendor selling quiche lorraine and French onion soup. Another new and different eating spot is the French cafe in the Corcoran Art Gallery down the street from the gigantic, gingerbread-like Old Executive Office Building beside the White House.

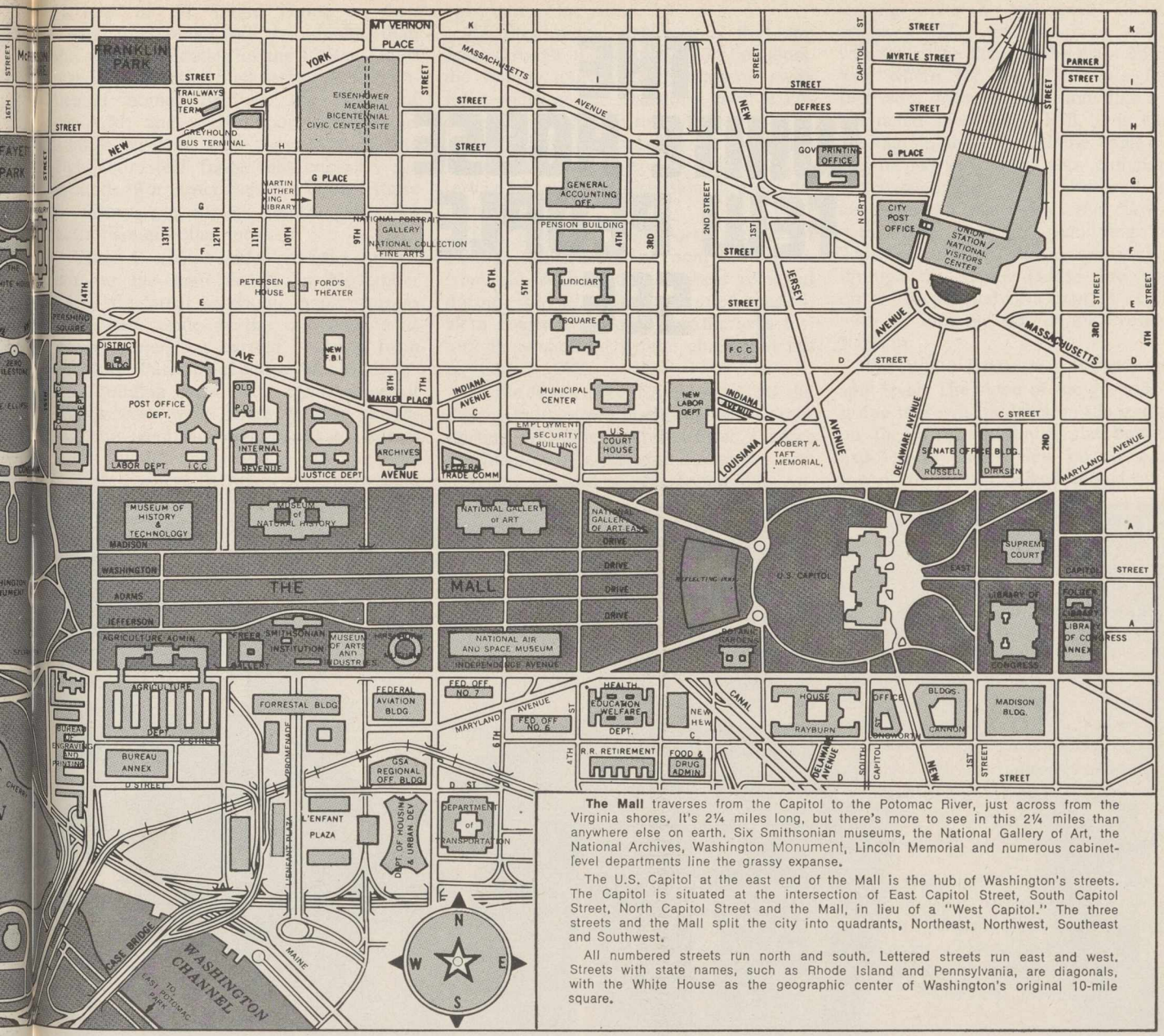


Georgetown

Georgetown is unique. It combines one square mile of carefully-protected past dating back before the Federal City with many original houses, brick sidewalks and cobblestones, old trees and hidden gardens—and a vibrant exciting present that includes an incredible number of shops, restaurants from quick eating to elegant dining and in between. There are galleries, bookstores and specialized boutiques . . . and lots more, including a lively nightlife. The best way to find all of it is by way of a walking tour. Good guides are available in Georgetown at drugstores and bookstores.

Entertainment

There's the John F. Kennedy Center for the Performing Arts which will present many special bicentennial events free of charge, as well as regular performances in all the arts. When you get to Washington call 872-0466 for an update, or check the newspapers or events calendars in



The Mall traverses from the Capitol to the Potomac River, just across from the Virginia shores. It's 2¼ miles long, but there's more to see in this 2¼ miles than anywhere else on earth. Six Smithsonian museums, the National Gallery of Art, the National Archives, Washington Monument, Lincoln Memorial and numerous cabinet-level departments line the grassy expanse.

The U.S. Capitol at the east end of the Mall is the hub of Washington's streets. The Capitol is situated at the intersection of East Capitol Street, South Capitol Street, North Capitol Street and the Mall, in lieu of a "West Capitol." The three streets and the Mall split the city into quadrants, Northeast, Northwest, Southeast and Southwest.

All numbered streets run north and south. Lettered streets run east and west. Streets with state names, such as Rhode Island and Pennsylvania, are diagonals, with the White House as the geographic center of Washington's original 10-mile square.

your hotel or motel, for Kennedy Center activities and many other theatrical and musical events both in Washington and in parks outside the city.

Shopping

Washington museums are a shopper's delight. You can buy quality gifts and a variety of books at museum shops in the Smithsonian, reproductions in all sizes of famous paintings and colorful cards at National Gallery of Art and the other galleries, Indian crafts at the Department of Interior shop, recordings and posters at the Library of Congress, stamps at the Postal Service's Philatelic Division, maps and globes at the National Geographic Society.

Children's Specials

The National Zoo, with its famous inhabitants, Smokey the Bear and the two pandas from China, puppet shows and the "discovery room" at the Smithsonian, the dinosaur for climbing and the carousel for riding on the Mall, boat trips to Mount Vernon, paddle boating around the Tidal Basin, a trip to Ford's Theater and the Lincoln Museum, the Marines on parade, military band concerts, bicycling along the canal in Georgetown, Washington's many parks (phone 426-6975 for recorded information on events and activities in the parks) . . . Excellent guides to children's activities are available at the Bicentennial Visitors Center.

To make your trip as enjoyable as possible, plan ahead. Began by writing to the Washington Area Convention and Visitors Bureau, 1129 20th Street, N.W. Washington, D.C. 20036, for a packet of Bicentennial Information including a list of hotels and motels. (Be sure to reserve rooms as far ahead as you can). And enjoy your trip to the capital in our birthday year! (We'll give you updates on special events as they are scheduled in future issues of "International Teamster.")

THE WHITE HOUSE FEW PEOPLE SEE



Reprinted by permission, "18 Acres Under Glass" by Robert Keith Gray.

In this Bicentennial year the number of Americans who will include a tour of the White House in their capital pilgrimage will be greater than the entire population of the United States when the mansion first served as a Presidential home. Between the hours of 10 A.M. and twelve noon as many as 10,000 visitors will pass through the eight-foot steel fence that encircles the grounds. For Americans the White House is history, government, Washington, and patriotism all rolled into one.

When President and Mrs. John Adams became the first tenants in November 1800, the great sandstone house was as unfinished inside as the city outside its doors. Water was carried by hand from Franklin Park nearly five blocks away. The building had a wine cellar before it had its own well. There was no plumbing, no central heating, many frames were without doors and a yawning hole indicated where the main stairway would be erected when time and funds permitted. The first family had to enter the house by temporary wooden stairs. Not a room was ready for occupancy. Workmen lived in tents and sheds on unfenced grounds so denuded of trees that the servants could find no outside place to hang the wash. Mrs. Adams, not realizing she was establishing one of the legends about the residence which would be known by every history student for generations to come, ordered the laundry strung up in the ballroom.

Today's touring visitors represent the widest extremes of Americana. They come in blue jeans and mink coats and cashmere and in sneakers. But however different their dress, they have a common denominator in their possessive pride and open awe. There is a lump in the throat of the most sophisticated that part of this is theirs.

A visit to the nation's number-one tourist attraction is a satisfying experience to patriotic Americans who do not realize how little of the White House they have seen. Although they visit the most historic of them their tour takes them through only seven of the 132 rooms.

Because they are giving such rapt attention to the spaces they are shown, visitors seldom ask what is behind the closed doors at their backs. When they enter the corridor connecting the East Wing to the main mansion, for example, the view through the windows on the south draws their attention away from two sets of double doors on the north. Behind these doors is the President's movie theatre, as luxurious as any in the world. The wide-angle screen is set behind a gold shimmer curtain and the other three walls are covered with heavy draperies for better acoustics.

For the First Family there are four over-stuffed chairs in the front row. Behind this "loge" section are sixty elegant, if uncomfortable, gilded, period chairs covered in blue silk.

As they move slowly with the long lines through the ground-floor corridors, the waiting tourists are but a wall away from some of the mansion's most exciting and history-filled rooms.

The public tour winds past the China Room where pieces from the official table service of past administrations are on display.

The paneling, woodwork and beam ceiling of this beautiful room were hewn from old White House timbers removed during the 1949-51 restoration period. Here nearly 200 years of America's history is symbolized by the china that has served her great.

In the fifty's Mrs. Eisenhower had the display reorganized in chronological order starting with the Sevres service George Washington ordered from France.

When she did so she found five Administrations were not represented because Presidents Andrew Johnson, William Howard Taft, Warren Harding, Calvin Coolidge and Herbert Hoover had not bought an official service during their terms. She tracked down a dinner cup and saucer from the Harding museum in Ohio; four Spode plates from the service of Calvin Coolidge; two Wedgewood plates to represent the Hoovers; and three different patterns that had belonged to the Tafts. In May 1959 she obtained a Lyons sugar bowl that had belonged to Andrew Johnson, and the collection was completed.

The most famous piece in the collection is the Dolley Madison punch bowl. Of French porcelain and thirty inches high, it is believed to be the oldest piece remaining in continuous White House possession since its purchase.

Alongside the China Room is a space that would be heavily guarded if in less secure quarters. This room contains the nation's gold service setting for 100 people, originally acquired by President James Monroe in 1818.

At the close of Monroe's Administration the White House custodian died leaving $20,000 unaccounted for. The result was an outcry from one Congressman over the money Monroe had received from the government years earlier for his furniture, and to silence the protest, Monroe repurchased most of it. The gold service, however, remained.

Next to the China Room is the Diplomatic Reception Room where FDR broadcast his Fireside Chats. Late in 1960, this room was refurnished with authentic Federal-period furniture and a hand-hooked rug the shape of the room and bearing the seals of the fifty states. After the refurnishing a chain went across the doorway and this room joined the spaces out-of-bounds for tourists.

Outside the entrance to the Diplomatic Reception Room a Presidential seal in sterling silver is embedded above the doorway. This historic piece originally was set in the floor of the main entranceway where for forty-six years famous feet wore down its definitions like a well-circulated silver coin. Still, it is easy to see that in the old seal the eagle's head was turned toward the claw clutching the arrow signifying power and war; in the new seal the eagle faces the claw filled with olive branches, signifying peace. This seal is used like a family crest all through the White House and appears on chinaware and bed linen. A replica is even set into the side of the Presidential Bathtub.

The White House is America's earliest split-level. The slope of the grounds gives it one more visible level on the south than on the north. Although the building is exposed to public view on all sides on the north, a truck-sized tunnelway conceals delivery wagons and service vehicles as they make necessary calls. The tourist sees part of two floors of the White House; there are six floors in all—two below ground which extend out under the lawns and contain kitchens, heating and ventilating equipment, a dental office, an extensive bomb shelter, and even a Presidential indoor driving range. The fifth level above the ballroom floor was originally a combination of family living quarters and executive offices.

White House guards are fountainheads of White House historical information and can give the origin and cost of every object in every room. When the crowds are few and they have the time to do so, guards in the East Room or Ballroom like to point out the famous standing portrait of George Washington, started by Gilbert Stuart in 1797. John Adams' son-in-law posed for the unfinished limbs and body when the work later was completed by Winstanley. This masterpiece was hanging in the same position in the same room when the British stormed the city in 1814. It was, indeed, rescued and returned by Dolley Madison.

Presidents can be forgiven if they assume the White House is under the perpetual care of an unseen hand. Repairs are made during Presidential absences, full-grown trees are planted and whole banks of azaleas replaced, the mess cleaned up and the paint dry before the Chief Executive returns.

And the tourist can be forgiven if he concludes as his tour ends at the great white columns of the North portico that The White House is not that big after all. For he has seen but a glimpse of this historic mansion and its eighteen acres which form the never-changing frame around the ever-changing picture that is the Presidency of the United States.

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LEGISLATIVE REPORT

NO-FAULT

Federal standards for no-fault automobile insurance legislation—one of the most important consumer measures being considered by Congress—appeared dead for this year with the Senate's 49-45 vote to recommit the bill to the Senate Commerce Committee.

The Administration lobbied hard against the bill and the close vote on recommital was credited to Administration pressure and lobbying by the American Trial Lawyers Association, which raised a half-million dollar fund in contributions from individual attorneys to fight no-fault.

Six Republicans, who had voted for Federal no-fault standards when a similar bill passed the Senate in 1974 by a 43-42 vote, switched this year to anti-no-fault by voting to recommit.

The absence of four Senators who were supporters of the bill—Senators Edward W. Brooke (R-Mass.), who was ill; Mike Gravel (D-Alaska), who was in Alaska; Henry M. Jackson (D-Wash), campaigning for the Democratic nomination for President, and John V. Tunney, up for relection, who was in California, made the difference in turning back the motion to recommit.

Their votes for S. 354, the bill sponsored by Sen. Warren G. Magnuson (D-Wash), would have made a tie vote possible, defeating the recommital motion.

A motion to reconsider the motion to recommit by Sen. Frank E. Moss (D-Utah), floor manager of the bill, was defeated by an even narrower vote of 45-47.

The six Republicans, who voted for no-fault in 1974 but voted to recommit S. 354, were Senators J. Glenn Beall and Charles McC. Mathias, Jr., both of Maryland; Bob Packwood, Oregon; William V. Roth, Jr., Delaware; Robert T. Stafford, Vermont; and Robert Taft, Jr., Ohio.

Three Democratic Senators, who also switched from support of no-fault in 1974 to voting for recommital, were Senators Howard W. Cannon, Nevada; William D. Hathaway, Maine; and Stuart Symington, Missouri.

Four Senators switched in the opposite direction—from opposition to no-fault in 1974 to voting against recommital. They included three Democrats, Senators Frank Church, Idaho; Russell B. Long, Louisiana; and George S. McGovern, South Dakota; and one Republican, Sen. Bill Brock, Tennessee.

Sen. Hiram Fong (R-Hawaii) followed his usual practice of voting present on no-fault because of his insurance business association as board chairman of Finance Factors, Ltd., which has an automobile insurance division.

"White House opposition" was called "especially ironic" by Rep. Lionel Van Deerlin (D-Calif.), sponsor of a similar House measure awaiting action by the House Commerce Committee. He is chairman of the Subcommittee on Consumer Protection and Finance that cleared the bill for the full Committee.

He pointed out that "President Ford's home state of Michigan has the most successful no-fault law in the country," in a speech on the House floor the day following the Senate's recommital of the bill.

"One only has to scan the list of Senators who voted for recommital yesterday to see that the defectors came mainly from the ranks of so-called Republican moderates," Rep. Van Deerlin said. "Six of these switched to opposition after having supported no-fault in 1974."

He also pointed out that 20 Democrats "were among those voting to keep an archaic reparations system that clogs our courts and regularly cheats the neediest victims of adequate compensation."

Rep. Van Deerlin said that "in light of the Senate action, there may be no reason for continuing work on it in this body. Perhaps we shall first need to deal with a major, new well-financed lobbying element on Capitol Hill—the American Bar Association and the Trial Lawyers Association." Approximately $2 billion in legal fees result from auto accident cases each year.

House Commerce Committee Chairman Harley O. Staggers (D-W. Va.) said he "doubted very much" his Committee would consider the no-fault bill approved by the Consumer Subcommittee "since the Senate has killed it."

He said he would poll Committee members after May 15 to see how they feel. "But unless there's a great hue and cry, I don't think we will. There's no use you hitting your head against a stone wall."

HIGHWAY BILL

Congress sent to the White House legislation authorizing $17.65 billion for continued construction of the interstate highway system through 1979.

The Federal-Aid to Highways Act of 1976 passed both the House and Senate by voice vote before adjournment for the Easter recess.

The measure will add money to the highway trust fund for construction of the network of super-highways begun 20 years ago. The bill extends the date for completion of the system to 1990.

Department of Transportation officials cited the possibility of a presidential veto because the Administration considers the bill inflationary, they said. The bill authorizes more money for highway construction than the Ford Administration requested.

House-Senate conferees on the measure agreed on an authorization of $3.25 billion for the interstate system for the fiscal years 1978 and 1979.

The bill also authorizes $3.6 billion for each fiscal year after 1979 through fiscal year 1990.

At least 30 percent of the apportionments for 1978 and 1979 must be expended for construction projects of intercity portions, including beltways, which will close essential gaps in the system, the conferees said. Under the bill the states would make the initial recommendation on projects involving the required 30 percent.

The bill requires that a new cost estimate on the completion of the interstate system must be submitted every two years, beginning with January 2, 1977 through January 2, 1987.

Under the highway safety provisions of the bill the Department of Transportation's authority to force states to comply with national highway safety standards that establish requirements for such things as driver education and motor vehicle inspection would be suspended for at least one year.

During the year's moratorium on enforcement of highway safety standards, the Transportation Secretary would be required to evaluate the "adequacy and appropriateness" of all existing highway safety program standards and report his findings and recommendations to Congress by July 1, 1977.

The bill also would prohibit the Transportation Secretary from requiring that a state adopt or enforce a motorcycle law requiring motorcycle operators or passengers 18 years of age or older to wear a safety helmet.

ANIMALS IN TRANSIT

The Senate has given final approval to a bill sponsored by Senator Warren G. Magnuson (D-Wash.) which would guarantee the humane treatment of animals while in transit and prohibit animal fighting.

The bill, the Animal Welfare Act Amendments of 1976 (S. 1941), was sent to the President for his signature just before the Congress recessed.

Magnuson, who is chairman of the Senate Commerce Committee, was joined in sponsoring the bill by Senator Lowell P. Weicker, Jr., (R-Conn.) and Representative Thomas S. Foley (D-Wash.), who is chairman of the House Agriculture Committee which had previously passed the bill.

Magnuson called the legislation "the culmination of six years of effort directed at improving the well-being of animals."

The bill would also establish uniform standards for the care and handling of animals in transit. The Secretary of Agriculture, who previously only had jurisdiction over the treatment of animals by research facilities, would now have authority over carriers and intermediate handlers.

The Secretary would set regulations for containers, feed, water, ventilation and veterinary care. It is expected that these standards would apply primarily to airlines since 90 percent of animal shipments are by air, Magnuson said.

"In short, this will give pet owners and others who ship animals better assurances that these creatures will arrive at their destinations safely," said Magnuson.

FEDERAL ELECTION COMMISSION

Just as House and Senate conferees agreed on a bill reestablishing the Federal Election Commission, Congress adjourned for the Easter recess. Under a March 23 deadline set by the Supreme Court, presidential candidates were cut off from matching funds until the Congress reconstituted the Commission constitutionally.

The compromise agreed upon by the conferees restricts corporate fund raisers to direct solicitation from company executives and unions, to direct solicitations from union members only.

Twice a year, however, both sides would be able to send mailed appeals for funds to executives and union members alike.

Unions and corporations must report to the FEC money spent for election communications in excess of $1,000 per candidate.

PENSIONS

Congress passed and sent to the White House for President Ford's expected signature a bill that would allow an employee who receives a lump sum payment because of termination of his employer's pension plan, or because of the discontinuance of contributions to the plan, a tax-free rollover of the amount.

An employee would have to reinvest the payment in a qualified plan or individual retirement account within 60 days under the bill. An employee must have been a five-year participant in a plan to take advantage of the tax-free rollover provision under the 1974 pension reform law.

The legislation would apply to payments made to an employee after July 3, 1974.

JOBS BILL

A $5.2 billion "jobs bill" to stimulate employment by public works projects and antirecession grants to states and localities has passed the Senate. The bill now goes to the House of Representatives which is expected to consider in May a less costly version approved by the House Public Works Committee.

The Senate bill would provide $900 million less than a similar bill President Ford vetoed last February.

Republican leaders predict a second Ford veto. Democrats who failed to override the last veto by three votes in the Senate are optimistic of an override the second time around.

The jobs to be created are largely in the construction field. One provision provides $1.375 billion in so-called "countercyclical grants" to states and localities to enable them to maintain police, fire and garbage collection services.

A second provision, of major benefit to rural areas, would authorize $1.4 billion in Federal grants for the construction of waste treatment facilities. The grants would vary with the national and local unemployment rates. For more than a year the Public Works Employment Act has represented the single most significant congressional attempt to combat unemployment. Commenting on the present 7.5 percent unemployment rate (7 million unemployed) Sen. Edmund S. Muskie (D-Me.) chairman of the Senate Budget Committee said, "never before in my career in the Senate can I recall a time when we in this body considered such levels of unemployment not high enough to do something about. And we cannot take much solace in the President's own projections of 6.9 percent for 1977 and 6.4 percent for 1978."

Sen. Muskie also said that over half the states were actually suffering worse unemployment now than they were a year ago, and the jobless rate in the construction industry remains more than double the national average.

NEW FEDERAL NOISE STANDARDS FOR TRUCKS ANNOUNCED BY EPA

EPA Administrator Russell E. Train has announced that medium and heavy trucks built after January 1, 1978, will have to meet new Federal noise standards.

"Trucks are one of the most serious noise problems in our urban areas," Train said. ". . . We estimate that this regulation will reduce urban traffic noise by more than 25 per cent by about 1990, even assuming no reduction in the present levels of noise emissions from other vehicles."

The regulation published in the Federal Register April 13, requires that newly-manufactured trucks, with a gross vehicle weight rating of 10,000 pounds or more, when accelerating in accordance with specified tests, shall not exceed 83 decibels by January 1, 1978, and drop to 80 decibels by January 1, 1982.

Compliance with the new regulation, according to EPA, will increase the price of trucks but reduce costs of operating them. With credit for fuel savings, a uniform annualized savings of $523 million to American truck operators is estimated.

This regulation is the second major EPA action to reduce traffic noise. In October 1975, EPA required that in-use trucks over 10,000 pounds gross weight operated by motor carriers engaged in interstate commerce not exceed specified noise levels.

GENERAL EXECUTIVE BOARD MEETS



Final preparations for the 21st convention of the International Brotherhood of Teamsters received approval by the general executive board in its regular quarterly meeting held at Miami Beach, Fla., in mid-April.

General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling each presented reports on the activities of their offices in the period since the previous board meeting last January.

Details of the convention preparations were gone over by the board rather carefully and some minor changes were made. The convention will convene Monday, June 14, in Las Vegas, Nev., with a total delegate strength of 2,579 eligible to take part in the proceedings. Alternates, families of delegates and guests are expected to bring the convention-related number of people to more than 7,000.

General President Fitzsimmons, in his report, discussed in some detail the recent National Master Freight Agreement negotiations and the brief strike which accompanied the expiration of the contract.

Members of the general executive board otherwise attended to housekeeping chores of the International Union, including a review of the annual audit of the IBT's consolidated fund balance sheet as published in the April issue of *The International Teamster* magazine.

Board members, in addition, heard reports from various International Union departments including legal, legislative and other units.

The next quarterly meeting of the general executive board is scheduled to be held sometime after the Nevada convention.

LETTERS

Dear President Fitzsimmons:

I would like to thank you and the officers of the International Brotherhood of Teamsters for sharing with me my love and respect for my husband, Paul W. Priddy, deceased president of Teamster Local 89 and International general organizer.

In remembrance of Paul, I have so many thousands to thank and so much to be thankful for that it is hard to know where to begin.

Paul had so many good friends, relatives, and associates, including the union members and officers of Local 89, International Brotherhood of Teamsters; Rev. Ercil Barker, Rev. Jim Martin and Rev. Ronald Bullock, of Valley Station Baptist Church; Gov. Julian Carroll, Mayor Harvey Sloane, Judge Todd Hollenbach, ex-governors, Sheriff Jim Larkin, and the honor guard, among so many others, that it is difficult to acknowledge each of them.

Therefore, I would like to take this opportunity on behalf of myself and my family to express our gratitude. My sincere thanks to all of you.

Sincerely,
Mrs. Paul W. (Eunice) Priddy
Valley Station
Louisville, Ky.

Mr. Frank E. Fitzsimmons
General President

Dear Sir and Brother:

Some time ago, in Reading, Pa., you spoke at a breakfast meeting concerning the hiring of the handicapped.

Stemming from that meeting Gus Varish, Business Agent of Local 429 informed me that he had arranged an interview for me with Mr. Henry Giese and Harry Seyfert of Bachman Foods concerning my employment as a jockey moving trailers within the plants. When I met with these gentlemen they were sincere and they understood the difficulty of a handicapped person trying to find gainful employment. After a fair but firm road test they hired me.

Later when Bachman Foods expanded their distribution they needed more road drivers. I contacted Gus and told him I was interested in going over the road. After several inquiries we were informed by the D.O.T. that a person with an artificial limb must obtain a Waiver of Disqualifying Disability issued under Section 391.49 of the Federal Motor Carriers Safety Regulations and it must be jointly agreed upon by both employee and employer.

A short time later a safety man for the D.O.T. gave me a thorough road test which I passed. Within 3 days we received word from Mr. Robert A. Kaye, director of Motor Carrier Safety, that our waiver was approved.

I understand there are less than 500 people who have obtained this type of waiver. I am sure in some way they have experienced the same love and understanding as I .

I do realize there are tens of thousands of unemployed handicapped who can't find a decent job and feel they have been forgotten.

Perhaps, Mr. President, if you would report my true story it would be of some inspiration to those less fortunate.

So, I thank you, Mr. President, for your concern, I thank Mr. Kaye for approving the waiver, I thank Mr. Giese, Mr. Seyfert and their staff at Bachman Foods who have been absolutely great. But most of all I want to thank Gus Varish of Local 429 who made it all happen.

Fraternally yours,

Eugene Quinter
Reading, Pennsylvania

Dear Mr. Fitzsimmons:

My original idea for the television series "MOVIN' ON" about two truckers has been on the air for two seasons—in spite of some initial network skepticism about the public's interest in the escapades of two truckers. Because of competition from two Top Ten shows, more than the quality of "MOVIN' ON", it doesn't appear we will make it to a third season on NBC.

Therefore, I would like to express my personal gratitude to you for the great response and cooperation we received from the teamsters, truckers, truck stop owners, etc. . . . for their support for the last two years.

We had a few complaints at first regarding the authenticity of some trucking scenes but then your people realized we were trying to entertain a vast audience and joined in the fun, as attested by the many hundreds of favorable letters we received from your members.

I personally am proud and thrilled to have been part of the current national interest and publicity in the trucking mystique that is appearing in the magazines, television news programs, movies, even hit records. Our theme song, "MOVIN' ON" by Merle Haggard, was the first.

Thanks again for your support and please accept my best wishes to you, personally,

Best wishes,

Barry Weitz
Executive Producer "MOVIN' ON"
Culver City, California

Dear Editor:

I thought our magazine readers might be interested in hearing about our younger generation.

Scottsdale police officer Ronald J. Dean was honored as "Outstanding Young Law Enforcement Officer of the Year" by the Scottsdale, Arizona, Jaycees. Officer Dean was lauded for his reception of 26 letters of commendation (local and federal) and 5 nominations by the police department for Officer of the Year consideration.

Dean is seeking a bachelor's degree from Arizona State University in administration of justice. He has attended Scottsdale Community College, where he was graduated last year and served in the Marine Corps in Vietnam as a sergeant.

Dean is the son of Union Steward Roland W. Dean of Local 705, Chicago, Illinois. He is also the grandson of Joseph J. Desmyter, Business Agent for Local 705, for the past 33 years.

The Dean's and Desmyter's are looking forward to a family reunion in Las Vegas at the June 14 convention.

Sincerely,

Mrs. Roland W. Dean
Glen Ellyn, Illinois

Note to our readers: If you have something you want to say, send us a letter. We plan to have a "Letters" page in the *International Teamster* each month to give you a chance to express your views to fellow readers.

STATE OF THE UNION



More than 200 Editors of Teamster local newspapers met in Arlington Heights, Ill., recently to discuss their publications and plans for a cooperative communications effort on a national basis.

CANADIAN TEAMSTERS WIN 4 ELECTIONS

Local 1000, Province of Ontario, Canada, has increased its membership by 100 per cent in approximately one year. Latest wins, as reported by Ray Bartolotti, president, include Green Giant, in London, Gilbey's Distillery in Toronto, Henninger Brewery in Hamilton and Dominion Stores in Chatham and Wallaceburg. Earlier, the local organized two soft-drink plants and a large poultry plant in Stoney Creek.

TEXAS LOCALS WIN ELECTION

By a 3 to 1 vote, 162 eligible employees at Herder Truck Lines chose Local 988, Houston, Texas and Local 657, San Antonio, as their bargaining representatives. The employees were formerly represented by United Transport Employees, an independent union representing two other short-line carriers in Texas.

TEAMSTERS UNION CHARGES NBC WITH BARGAINING INTERFERENCE

The Teamsters Union has charged the National Broadcasting Co. "with flagrant interference with the union's critical collective bargaining negotiations . . . with the nation's trucking industry and involving approximately a half million workers."

The following statement was issued on April 1 from the headquarters of the International Brotherhood of Teamsters:

"The outrageous distortions of fact and the malicious attack upon the officers, the members and the organization that characterized NBC's recent television series were obviously timed to place the union on the defensive and in an unfavorable light at this crucial juncture in these negotiations.

"We will, at the appropriate time and in an appropriate forum, answer these stale, outrageous allegations; however, we will not now be diverted from our overriding concern to obtain the best possible contract for our members—a function that was not covered by the NBC program, but one in which we excel, as evidenced by the fact that our members have the best collective bargaining agreements in the country.

"It is in recognition of these accomplishments that workers at all levels have chosen the Teamsters Union for representation to the point where we are today the largest trade union in the United States.

"We will advise our 2,200,000 members that NBC has attempted to undermine and destroy their bargaining representatives with a premeditated smear campaign designed to discredit this union and render it ineffective. These tactics were attempted before and failed. They will fail again."

EMPLOYEE STOCK OWNERSHIP

Senators Jacob K. Javits (R-N.Y.) and Hubert H. Humphrey (D-Minn.) have introduced legislation that would aid broadened employee stock ownership through voluntary labor-management collective bargaining negotiations.

The measure would create a framework for negotiation through collective bargaining of employee stock ownership trust funds "along the same lines which have led to the vast networks of jointly trusted pension and health and welfare plans," Sen. Javits said.

He pointed out that the proposal "will encourage voluntary negotiation of stock ownership trust funds where approved pension funds are already in place."

This would allow labor to bargain collectively over the establishment of trust funds designed to manage a portfolio of corporate securities purchased with employer and/or employee contributions, according to Senator Javits.

The bill would permit a trust fund to invest up to 30 percent of its capital in the voting stock of the employer corporation.

"Organized labor should encourage its workers to gain a 'piece of the system' which this measure would allow," Sen. Javits said.

The bill was referred to the Senate Labor Committee. Sen. Javits is the Committee's ranking minority member.



MEMBER REELECTED MAYOR OF SAN PABLO

Sam Morrison, a member of Local 291 has been reelected mayor of the city of San Pablo, Calif. He has served as a city councilman and mayor since 1966.

BOSSO RETIRES AT CALIFORNIA LOCAL

Martin L ("Lee") Bosso, a member of Local 490 in Vallejo, retired from Basalt Rock Company in Napa after 48 years of service. Bosso's first job was driving a six-ton, solid-tire Mack truck while the company president operated the shovel to load the truck. During his career with the company he delivered stove and diesel oil, worked on oil spreader trucks on dirt roads in Northern California and Nevada and when the company purchased transfers and bottom dumps, he drove these until his retirement early this year.

SEND-OFF FOR MYRA SWITKIN OF LOCAL 986

Myra Switkin, popular executive secretary/office manager of Local 986 in Southern California, was honored at a recent testimonial luncheon attended by scores of friends and associates. Switkin's most recent assignment included handling the front office for the Conference's Southern California headquarters. She was also responsible for training many current local union office managers, during her twenty-two years of service. Switkin plans to move to La Jolla to savor the sun and play lots of tennis!

DON PALMER RETIRES

Don Palmer of Teamster Local 325, Rockford, Ill., has retired after 30 years as a driver for Knox Motor Service. Local Secretary-Treasurer Russell Olson says Palmer never missed a day of work nor was he ever late arriving for the job.

Dear Brothers:

It was a great pleasure and benefit to organize Tamiami Freightways (now Gateway) into Local 390 in Miami some twenty three years ago to a great organization.

I'm really proud that I was a member all these years.

I'm retired since November 28, 1975 and am receiving my checks every month regularly. I can live comfortably and without fear of 'no income'. This is what the Union has done for me, and I would like the Brotherhood of Teamsters to know this.

I remain, a still strong Union supporter,
W. H. Creekmore, Sr.

MISSOURI TEAMSTER LEADER RETIRING

Gene Walla, 55-year-old veteran of the building trades scene and long a Teamster leader in Missouri, retired recently because of ill health.

Walla served 23 years as the president of Teamster Local 682 in St. Louis, Mo., and ended his career of leadership as vice president of the local union.

Walla began his Teamster career as a member of Local 606 when working as a coal company driver in 1936. The union merged with Local 682 in 1953.

In 1952, Walla was appointed a business representative for Teamster Joint Council 13 in St. Louis and also became a trustee overseeing Local 682. When the union came out of trusteeship, Walla became the chief executive officer.

In addition to numerous International Union assignments, Walla also was a leader in the affairs of the Teamster National Construction Division.

MONTANA LEADER TAKES RETIREMENT

Earl Hager, a trustee of Teamster Local 190 in Billings, Mont., since 1958 and a member of the union's executive board longer than any other official, retired recently to end a long career of driving.

Hager went to work as a road driver in 1947, later became a flat bed driver and then moved to mixer trucks.

Friends and colleagues gave a retirement party for him and presented him with a replica of his mixer truck.

CHARTER MEMBER TAKES RETIREMENT

Max Kaplan, a charter member when Teamster Local 763 was formed in 1937, retired recently as a street circulator for a Seattle newspaper where he was employed 45 years.

Kaplan began selling newspapers at the age of 12 in Baltimore, Md. He moved west in 1931.

Retirees Let us hear from you. This is a section for your news and views.

WINNERS!

Teamster locals are winning representation elections all over the country. Here are the most recent wins:

Local 959, Anchorage, Alaska—Service and repair personnel, routemen and warehousemen, Servomation Corporation, Anchorage (John H. Creed, business representative).

Local 959, Anchorage, Alaska—Production, news and switching personnel, Central Alaska Broadcasting, Incorporated, Anchorage (John H. Creed, business representative).

Local 315, Martinex, California—Drivers, Imperial West Chemical Company, Martinez (Paul D. Thompson, secretary-treasurer).

Local 683, San Diego, California—Car salesmen, Carl Burger Dodge, La Mesa.

Local 576, San Jose, California—Automotive detailers, Motortown California, Incorporated (Louis D. Riga, business agent).

Local 679, San Jose, California—Production and maintenance personnel, Sunsweet Dryers, Gilroy (Richard Benevento, secretary-treasurer).

Local 683, San Diego, California—Car Salesmen, Drew Ford, La Mesa.

Local 219, Denver, Colorado—Transport and relay drivers, Holsum Bakers, Grand Junction (Paul H. Rumage, president).

Local 243, Detroit, Michigan—Bus drivers, Brooks Bus Line, Incorporated, Detroit (Dave Somerville, organizer).

Local 486, Saginaw, Michigan—Office workers, drivers, warehouse and shipping and receiving employees, Midland Paper Company, Midland (James Bohlen, business agent).

Local 45, Great Falls, Montana—Mobile unit assistants, inventory control clerks, Montana Regional Red Cross Blood Center, Great Falls (Lloyd J. McCormick, secretary-treasurer).

Local 984, Memphis, Tennessee—Maintenance and production personnel, Pulvair Corporation, Millington (Charles F. Collins, secretary-treasurer).

TEAMSTERS AT MILLER BREWING RATIFY AGREEMENT

Members of Local 997 in Fort Worth, Texas, employed by Miller Brewing Company, recently ratified a three-year agreement. Bert W. Qualls, secretary-treasurer, said the contract, negotiated for the first time under the Teamsters Union, provided a 29 per cent increase in wages the first year, 75¢ an hour for each of the next two years, upgraded the insurance, pension contributions and other fringe benefits.

TEAMSTER NAMED "EXECUTIVE OF THE DAY"

John S. Lyons, secretary-treasurer of Local 36 in San Diego, Calif., was recently named "Executive of the Day' by KSON Radio for his "untiring efforts to promote the aims and goals of the community on behalf of the general citizenry and working people in particular." A message, detailing Lyons' contributions, was broadcast hourly.

COLI TO HEAD LABOR DIVISION FOR BBF-NFLPA SPORTS SPECTACULAR

James E. Coli, secretary-treasurer and business manager of Teamster Local 727, has been named labor chairman of the Tenth Annual NFL Players Association Awards Dinner, a major sports and philanthropic event taking place on Sunday, June 27, at Chicago's Conrad Hilton Hotel. All proceeds from Pro Football's Night of Fame go to the Better Boys Foundation, a non-profit community center in Chicago's inner-city that provides educational, cultural and social development programs for the entire family.

Well-qualified to head the dinner's labor division on behalf of BBF, Coli has earned a reputation as a highly capable leader in the labor field. Long active in charitable and community affairs, Coli is president of the Joint Civic Committee of Italian Americans, a member of the Lay Advisory Board of Villa Scalabrini, secretary of the Development Committee of New Horizon Center for Retarded Children, and member of the 1970 Platform Committee of the Jewish Labor League's 16th Annual Council of Civil Rights.

"IT WAS A SWEET VICTORY"

reports Clement (Babe) Nitka, business representative of Chauffeurs and Helpers Local 50 in Centralia, Illinois.

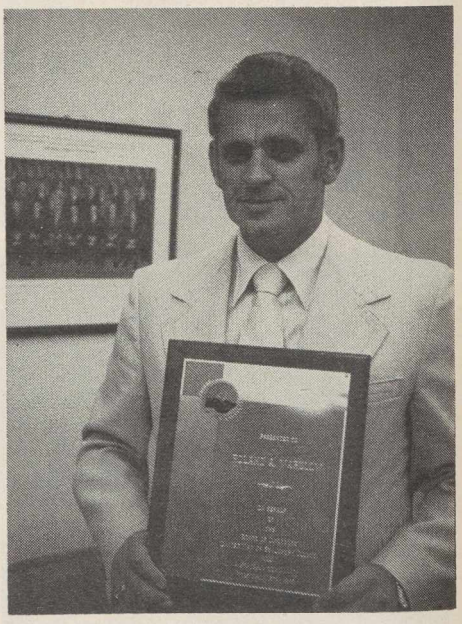
Local 50 struck the plant of Van Tran Electric Corp. in March, 1975. The recession aided the employer because demand for their transformers was down.

The Local charged, "bad faith bargaining" and "refusal to bargain." An NLRB hearing was scheduled for March 22, 1976. One hour before the hearing was to commence a settlement was arrived at.

Nitka reports, "I want to point out that the Teamsters Out-of-Work benefits are the greatest and help tremendously. Without them the victory would not be possible."

Nitka praised the assistance of Business Agent Charles Bradshaw.

He closes by saying, "Now we have a job to negotiate a contract for these workers . . . with the help of the International Union we will succeed."



LOCAL PRESIDENT WINS AWARD FOR COMMUNITY SERVICE

Roland A. Wardlow, president of Local 364, South Bend, Indiana, with award for his services to the United Way of St. Joseph County. Wardlow, immediate past president of United Way, is active on the Search Committee, Child Care Task Force and Evaluation and Allocation Division. The award was presented at the annual meeting and dinner held at St. Mary's College.

OHIO VICTORY

General maintenance workers employed by Hilltop Concrete Corp., in Fairborn, O., voted unanimously for representation by Teamster Local 654 of Springfield, O., in a ballot conducted recently by the National Labor Relations Board, according to Don Hager, business agent of the local union.

OVERWHELMING

Employees of Bell's Moving & Storage, the Syracuse, N.Y., agent for United Van Lines, voted overwhelmingly for representation by Teamster Local 317 in a ballot conducted recently by the National Labor Relations Board, according to John Parise, Local 317 business agent.

CAROLINA WIN

Workers employed by Carolina Cummins Diesel, Inc., of Columbia, S.C., voted overwhelmingly for representation by Teamster Local 509 of Cayce, S.C., in a recent election conducted by the National Labor Relations Board, according to J. D. Bowles, secretary-treasurer of the local union.

INDIANA WIN

Drivers and warehousemen employed by Tom Taylor Foods, Inc., a food wholesaler in Bloomington, Ind., voted for representation by Teamster Local 135 of Indianapolis, Ind., in a recent election conducted by the National Labor Relations Board, according to James Nolan, secretary-treasurer of the local union.

OHIO VICTORY

Employees of Pasquale Foods Co., Inc. a processed food firm in Cincinnati, O., voted unanimously for representation by Teamster Local 100 in a recent ballot conducted by the National Labor Relations Board, according to Ira Farmer, secretary-treasurer of the local union.

FOOD PROCESS

Cookers, warehousemen, general helpers and shipping and receiving clerks employed by Le Gout Foods in Los Angeles, Calif., voted overwhelmingly for representation by Teamster Local 986 in a recent National Labor Relations Board election, according to John LeFlore, organizer for the Western Conference of Teamsters.

IN TENNESSEE

Warehousemen employed by J. C. Penney Co., Inc., in Memphis, Tenn., voted for representation by Teamster Local 667 in a recent ballot.

J. V. Pellicciotti, Local 667 secretary-treasurer, said 64 workers were eligible to vote in the National Labor Relations Board election. The tally was 34 to 28 in favor of the union.

IN PENNSYLVANIA

Truck drivers, mechanics, batchment and yardmen employed by Walter W. Ziegler's Sons, Inc., a ready-made concrete and mix firm in York, Pa., voted unanimously for representation by Teamster Local 430 in a recent National Labor Relations Board election, according to Charles Stambaugh, Jr., secretary-treasurer of the local union.

FLORIDA WIN

Production workers employed by Florida Cycle Supply Co., in Jacksonville, Fla., voted overwhelmingly for representation by Teamster Local 512 in a recent National Labor Relations Board election.

James Wheeler, Local 512 secretary-treasurer, said 60 workers were eligible to ballot. The vote count was 33 for the union and 18 against.

BUS DRIVERS

Charter bus drivers employed by Associated Charter Bus of Van Nuys, Calif., voted 25-to-10 for representation by Teamster Local 399 of North Hollywood, Calif., in a recent election conducted by the National Labor Relations Board, according to William Diskin, secretary-treasurer of the local union.

IN CALIFORNIA

Warehousemen and mechanics employed by Renault West, Inc., of Gardena, Calif., voted unanimously for representation by Teamster Local 986 of Los Angeles, Calif., in a recent National Labor Relations Board election, according to John LeFlore, organizer for the Western Conference of Teamsters.

DECKHANDS

Deckhands employed by Mutual Marine Service, a harbor operation firm in St. Louis, Mo., voted unanimously for representation by Teamster Local 54 in a recent National Labor Relations Board election, according to John Harruff, secretary-treasurer of the local union.

IN NEW YORK

Drivers and warehousemen employed by C&S Building Materials, Inc., of Albany, N.Y., voted 5-to-1 for representation by Teamster Local 294 in an election conducted recently by the National Labor Relations Board, according to Howard Campbell, Local 294 business agent.

IN CALIFORNIA

Drivers and warehousemen employed by Gordon & Silva, Inc., a household appliances firm in San Jose, Calif., voted for representation by Teamster Local 287 in an election conducted recently by the National Labor Relations Board, according to Bob Spisak, business representative of the union.

CLERICAL WIN

Office workers employed by Bellingham Cannery in Bellingham, Wash., voted for representation by Teamster Local 231 in a recent National Labor Relations Board election, according to Marven Eggert, secretary-treasurer of the local union.

TOUR DRIVER WINS $15,600 SETTLEMENT

Ronald G. Bandy, a member of Teamster Local 265 in San Francisco, Calif., is $15,600 to the good following settlement of his case against California-Nevada Golden Tours after a 4-year struggle led by James Strachan, secretary-treasurer of the local union.

The dispute originated when Bandy was discharged by Golden Tours following his involvement in an accident near Donner Pass on a return trip from Reno, Nev.

It was necessary for Local 265 to take the case to arbitration and Bandy was ordered reinstated to his job, Golden Tours indicated it was willing to put the the Teamster back on the payroll—but not as a driver.

The union filed suit in federal district court. Ultimately, the company was found guilty of contempt for refusing to reinstate Bandy to his driving job. The company accepted its final defeat and agreed to the $15,600 settlement.

LOCAL 743 SCORES TWO BIG WINS IN CHICAGO

Teamster Local 743 of Chicago, Ill., large affiliate in the International Union, gained nearly 500 new members with a pair of representation election victories recently.

Donald Peters, Local 743 president, said the successful campaigns were conducted at R. S. Owens Co., a trophy manufacturing firm, and Greentree Nursing Home.

Of 300 workers eligible to vote at Owens, 154 cast ballots for the Teamsters and 101 voted for the company. Non-professional employees at the nursing home totaled 175 and voted 100 to 3 in favor of the union.



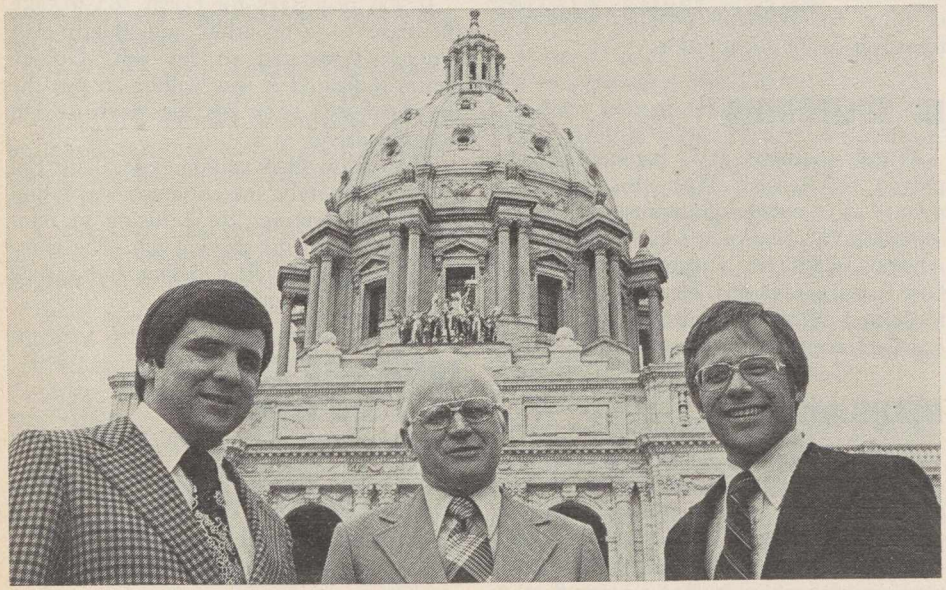
TEAMSTER FIREFIGHTERS HONORED BY LOCAL 877

On January 5, the New York City Fire Department called for assistance in fighting a violent oil tank fire in Brooklyn.

The Bayway (New Jersey) Fire Department, experienced in fighting oil and chemical fires, responded.

Bayway firefighters Leon Kowalski and Ron Toth, both members of Teamster Local 877, were on the tank roof when a section of the roof collapsed knocking Kowalski unconscious. Fireman Toth, disregarding danger to himself, rescued Fireman Kowalski.

On March 17, the Executive Board of Local 877, on behalf of the membership, presented Ron Toth with a plaque commemorating his lifesaving action on behalf of his brother fireman.



THE DOTY CLAN AT THE MINNESOTA STATE HOUSE

Proud father Russell C. Doty, secretary-treasurer of Local 346 (Duluth, Minn.) is flanked by (left to right) State Representative Gary Doty and State Senator Ralph Doty.

Both Minnesota legislators worked in the dairy and freight industries while going to college and both have honorable withdrawal cards from the Teamsters.

Mr. Doty reports, "Both boys are doing well in the state legislature and they have not forgotten the labor movement nor the Teamsters and both are good Democrats."

There are six more Doty children in Duluth apparently readying themselves for either Teamsters, the State Legislature or both.

PELUSO SPEARHEADS DRIVE TO HELP APPALACHIA POOR

Dick Peluso, secretary-treasurer of Local 249, gives much of his time to community service. His most recent activity was collecting and delivering a truckload of food, clothing and other essentials to the Appalachia community of Williamsburg, Ky. Working in conjunction with the Pittsburgh & Appalachia Emergency Fund Service, Dick borrowed a truck from the Giant Eagle food chain and two Local 249 drivers, Frank Donatelli and Adam Treusch gave up their weekend off to help people less fortunate than themselves. The Allegheny County Local Council plans to encourage other unions to get on the community involvement bandwagon.

TEAMSTERS WIN IN WASHINGTON STATE

Courthouse employees in Whatcom County voted overwhelmingly to join Teamster Local 231, beating out the Washington State County and City Union. The total unit will be 128 individuals in the departments of the Auditor, Assessor, Clerk, Treasurer, Commissioners, Planning, Custodial, Purchasing, District Court, Prosecuting Attorney, Juvenile Probation.

The Teamsters in Whatcom County have represented the departments of the Building Inspector, CETA, Engineering, Parks, Road and Sheriff for several years. The contract covering the Road Department Teamsters goes back 25 or more years. Teamsters also represent the Bellingham Police Department, Ferndale Police and outside employees, Blaine Police, Sumas Police and Lynden outside employees.

REINSTATED

Officers of Local 588 in Oakland won an eight-month battle with an employer when the arbitrator ruled that the discharge of Robert De Motto violated the bargaining agreement. The employer was ordered to reinstate De Motto in his job as driver-salesman with back pay and unimpaired benefits and seniority.

LUCKY DONNA

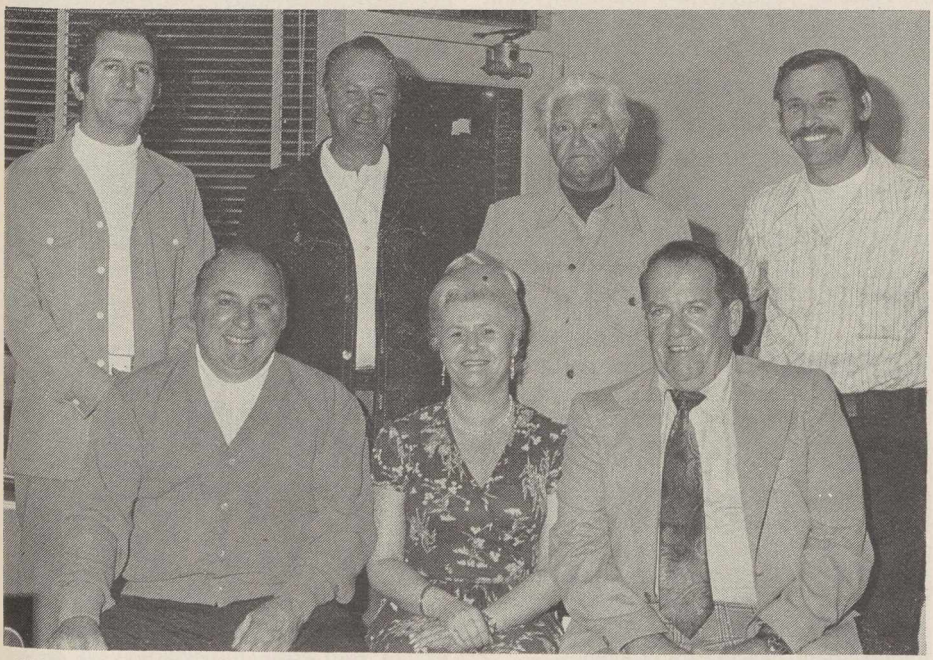
Donna Silva, Local 857 member employed at American Home Foods in Sacramento, received a check for $100 from her union Secretary-Treasurer Alex Luscutoff. Donna was one of the winners of a drawing held among those who participated in the health testing program held in her plant last summer. The program which applies to cannery workers is just one more of the many benefits negotiated by Teamsters cannery union representatives for their members.

THIRTEEN MEMBERS OF LOCAL 456 IN ELMSFORD, N.Y. RECEIVE SAFE DRIVING AWARD CERTIFICATES

According to City Manager Vincent Castaldo, who made the presentation, "The awards exemplify the safe driving and care to city equipment which saves money so important to the city at this time."



(Left to right): Thomas V. Manzo, Chief Shop Steward; Vincent Castaldo, City Manager; Arthur Revellese, Secretary-Treasurer; Albo Antenucci, John Olshokoski, James Taaffe, Peter Green, Alfred Parish, Philip Fornabio, Albert Lockwood, Charles Farrugio, Ronald Bloomer, Anthony Molinaro, Russell Spinella, Frank Mastaccioula, George Eaton.



UP AND AWAY—Recently inducted to a fresh term as members of the Executive Board for Local 655 in Redwood City are, seated from left: Trustee Hank Dotoli, Recording Secretary (New) Sandy Del Secco, and Trustee Rip Roelling; standing from left: Vice President Al Rose, President Ken Hill, Secretary-Treasurer Charles Ciolino, and Trustee Ted Williams.

WALLET RETURNED

Gail P. Northcraft, a member of Teamster Local 453 in Cumberland, Md., saw a billfold on the shelf of a vacant telephone booth at a service station, took a look and discovered it contained more than $200 in cash. Northcraft, a driver-salesman for Potomac Farms Dairy, returned to the plant and phoned the man identified by papers as the owner of the billfold. The man, unaware he had lost his wallet, identified the papers and money well enough to prove they were his own.

Northcraft returned the billfold and contents. In return, he received a letter of commendation from Potomac Farms.

'GOOD GUY' AWARD

John K. Keliiholokai, trustee of Teamster Local 996 in Honolulu, recently received the "good guy" award from Mayor Frank F. Fasi for saving the life of a 5-year-old boy in danger of drowning in a canal.

Keliiholokai was attending a party at the home of a friend when he saw a youngster lose control of a tricycle and tumble headlong into one of the deep canals that border homes in the Hawaii Kai area.

Without hesitation, the Teamster officer dove into the canal fully clothed and found the boy struggling beneath the water. The rescue followed.

NEW LOCAL UNION CHARTERED

After an extensive and concerted organizing campaign, Teamsters Local Union No. 32, Industrial and Allied Workers, was newly chartered in Franklin County, Pennsylvania, on June 20, 1975. The Local represents over 650 production and maintenance employees and apprentices of Landis Tool Company, a division of Litton Industries. Litton is a large, mostly non-union multinational corporation.

Although presently under the trusteeship of General Organizer Albert O. Dietrich, the following were appointed as the new Local Union's Executive Board: David Goodreau, president; W. W. Livingston, vice president; Charles Musser, secretary-treasurer; Lloyd R. Mellott, recording secretary; and Truster L. Shade and Wilbur S. Mowdy, trustees.

The organizing drive was initiated by Teamsters Local Union No. 110 (Johnstown, Pa.) with the election resulting in certification of the Union. The Company refused recognition. Landis Tool was struck for four weeks with the maintained support of over 95 percent of the employees. Recognition was finally granted by the Company, and the new Local Union No. 32 was chartered.

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ALBANY, N.Y.

The New York State Pension Commission has been holding hearings on a proposal to cover all public employees in New York with a single pension plan. Unions of municipal workers in New York City boycotted hearings, claiming the plan would create a double standard for public employees.

WASHINGTON, D.C.

Delegates to conventions scheduled for Washington, D.C., in May are expected to approve a merger agreement between the Amalgamated Clothing Workers of America and the Textile Workers Union of America. The boards of the two unions agreed to the marriage late in March at New York City. The new single union will have more than 500,000 members.

WASHINGTON, D.C.

In a ruling that affects tens of thousands of public employees, the U.S. Supreme Court issued a decision that a municipality can reasonably require its employees to live within the city's boundaries. However, the court added that it is up to individual cities whether to enact such residency requirements for its employees.

NEWARK, N.J.

One of the largest banks in New Jersey recently was fined $175 for requiring an employee to take a lie detector test—in violation of state law. New Jersey's law passed in 1966 prohibits polygraph usage as a condition of employment.

NEW YORK CITY

Supported by organized labor, a new musical tracing the history of work in America opened off-Broadway in late April. The musical's title, "I Paid My Dues."

WASHINGTON, D.C.

By a 6-to-2 vote, the Supreme Court ruled that police departments have the right to require police officers to wear their hair short and not to wear beards. Grooming codes for cops, said the court, are okay if there is a "rational basis" for such regulations.

HARTFORD, CONN.

Gov. Ella Grasso of Connecticut won the hearts of union members when she refused to cross picket lines of technicians striking the National Broadcasting Co. (NBC). The governor turned down an invitation to appear on an NBC television program, saying, "I will not cross picket lines."

PORT ARANSAS, TEX.

Government investigators are looking into the tragedy of 13 men who died when trapped inside a survival capsule during a storm. The men had gone to the capsule as an oil drilling rig flipped over. Twenty-two others were rescued.

WASHINGTON, D.C.

The General Accounting Office, watchdog for Congress, claims that long lunches for federal workers may be costing the government as much as $1.2 billion a year in lost production time. Federal workers get a half-hour for lunch. GAO claims thousands stretch the time to an hour or more.

WASHINGTON, D.C.

The challenge facing our working society today is change—change which requires a new look at our standard of living, our productivity performance, the quality of working life, and our labor-management practices. This theme was voiced repeatedly by leading representatives of industry, labor, government and universities during a series of conferences described in a publication just released by the National Center for Productivity and Quality of Working Life. The report entitled "Recent Initiatives in Labor-Management Cooperation" provides a composite overview of seven regional labor-management conferences conducted in 1976 in which people who have been involved in successful joint labor-management productivity improvement efforts gave an account of their experiences. Union spokesmen at the conferences included Teamster representatives.

WASHINGTON, D.C.

As we go to press, James F. Scearce is being sworn in as the eighth national director of the Federal Mediation and Conciliation Service. Secretary of Labor W. J. Usery, Jr., Scearce's predecessor at FMC, administered the oath of office. Usery recalled his long association and friendship with Scearce and expressed confidence in his ability to head the labor-management peacekeeping agency.

Scearce, who served as deputy director for two years before being nominated by President Ford to succeed Usery, emphasized the unique role of the Service in brief remarks following the ceremony.

The FMCS is not a bureaucracy that administers programs or enforces regulations, he said, but an agency concerned with the problems of the labor-management community. He praised the Service's past performance and its personnel and pledged cooperation with the labor-management community to work for advances in the collective bargaining system.

Searce, 43, served as labor advisor to the U. S. Environmental Protection Agency prior to becoming deputy director of FMCS. He also served as special assistant to the assistant secretary of labor for labor-management relations four years.

Before working for the government, Scearce was labor and public relations manager for Douglas Aircraft Company and a member of the President's Missile Sites Labor Relations Committee.

WASHINGTON, D.C.

According to the latest report of the Bureau of Labor Statistics, major collective bargaining settlements reached during the first three months of 1976 generally provided for smaller wage increases than agreements negotiated during 1975. The report points out that the National Master Freight Agreement, which it calls "one of the major settlements reached so far this year," was not included in the first quarter data because it was negotiated after March 31.

Wage-rate adjustments negotiated during the first quarter of 1976 averaged 8.8 percent for the first contract year. Total agreed-upon increases over the full life of the contract averaged 7.4 percent a year. These averages compare with 10.2 percent (first-year) and 7.8 percent (over the life) in 1975. The measures exclude possible gains under "cost-of-living" escalator clauses.

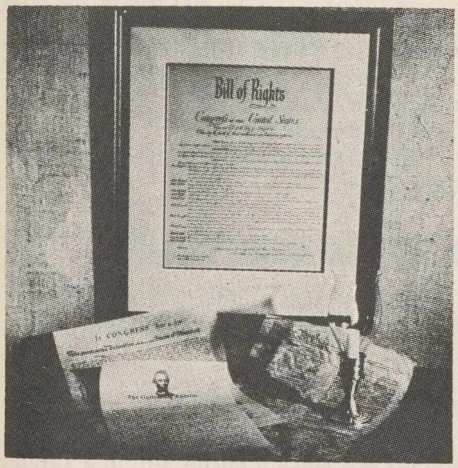
These statistics relate to 84 collective bargaining settlements, covering only 270,000 workers, most of them in the apparel, construction and air transportation industries. Relatively few settlements were concluded in the first three months of 1976 compared with the heavy bargaining activity scheduled for the remainder of the year, according to the Bureau of Labor Statistics.

ALBANY, N.Y.

The state assembly's Labor Committee has approved legislation to prohibit the use of professional strikebreakers during "industrial controversies." The bill was introduced by Committee Chairman Seymour Posner (D-Bronx).

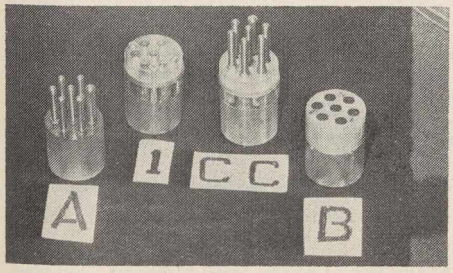
WHAT'S NEW

FOR ARMCHAIR PATRIOTS



Appropriate Bicentennial decoration for homes, schools and offices is available now in reproductions of U.S. historical documents which can be made to look aged. For a crinkly effect, the producer states, all you have to do is wet both sides of the document, and lay it out to dry on paper towel or cardboard. Without the wrinkle treatment, they make attractive framed decoration, or can be treated with decoupage as well. Available are The Declaration of Independence, The Constitution, the Bill of Rights and the Gettysburg Address.

SHORT SHOOTER



This device, developed specifically for trailer rigs, makes it easier to spot inline short in the tractor, and can also be invice.

The sophisticated version (CC in the photo) uses a series of resistors and L.E.D. diodes. It not only tells you which line is shorted, but also acts as a bypass when you remove the pin in the bad line and replace the plug in the outlet. The "A" model is an economy version, without diodes. "B" is a diode-equipped female plug that can be used to locate a short in the tractor ,and can also be inserted in the rear of each box thereafter. Item "1" is an economy version of "B", with miniature lights instead of diodes.

ENTRY EASE

For those folks who are too lazy to stretch across a car seat, or can't for medical reasons, a recently-announced plastic car door opener may be helpful. Available in durable material in several colors, the item is relatively inexpensive, and, says the merchant, can help you to forget about static stock, snagged or torn hose, broken finernails, or muscular pain for those who are disabled. It's especially helpful for those extra-wide cabs, and four-wheel drive vehicles.

SOME PUMP

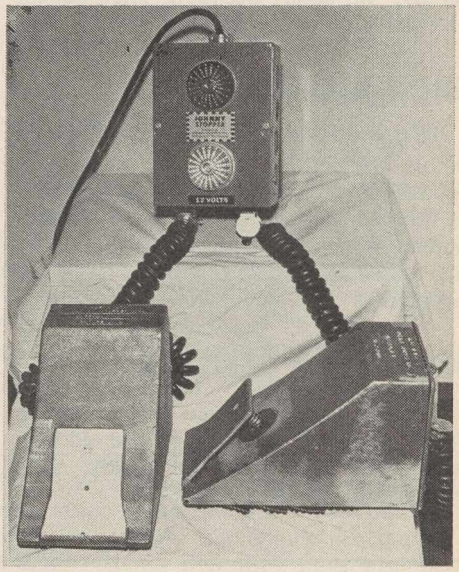


Designed to keep basements bone dry when electrical power fails (and when do you need that sump pump more anyhow?) this new product is said to do the job for as long as 24 hours, and to throw out between 3,600 and 17,000 gallons an hour. The added expense could well be worth the peace of mind for those who hate to leave their homes during the wet seasons, just in case. This is a backup system complete with secondary pump and 12-volt motor, heavy-duty long-life battery (105 ampere hours) and an automatic battery charger. The charger features solid state circuitry and is fully-protected against thermal and electrical overload. Sumpin' to think about.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

CHOCKS FULL!



Safety for forklift drivers and others who work in warehouse and other loading areas is enhanced with new single or dual electrical chock system. The inventor says it eliminates accidents caused by failure to put chocks under the rear wheels of trucks at loading docks, while they are boarded with powerful industrial trucks. The chocks are connected to a monitor box, visible only to the platform loaders, which tells them with white or red lights whether the system is "safe." A handy device that could save a life.

BEAT BEAT?

A new kit gives you a chance to bug your own circulatory system, and perform a rudimentary check on the functioning of your heart.

Educational, at least, the kit includes a stethoscope and a tape cassette, which includes the sounds of a normal and an abnormal heart-beat, in addition to enlightening discussions about the heart and its function.

LAUGH LOAD

IT'S A TURF GAME!

The duffer was trying to evaluate the problem of his golf game. "I think I'm standing too close to the ball when I get set to hit the ball," he told his caddy.

"That's true," replied the caddy. "Most of the time you're standing to close to it after you hit it, too!"

MAKINGS OF A GOOD HUBBY

The young man and his fiance were discussing their marriage. "I'm not going to have any of that woman's lib stuff, though. I'm going to be the head of the family," he boldly declared. Then added: "Is that all right with you, dear?"

SHE'D HAD ENOUGH!

This guy believed in including his wife in his hobbies. One day she said: "I've been sunburned at baseball games, frozen at football games, seasick and mosquito-bitten on fishing trips. Why aren't you like other husbands and never take me anyplace?"

JUST LIKE A USED CAR

The used TV set had a sign on it: "Good as new. Owned by a little old lady who hated westerns, cop shows, soap operas and movie re-runs."

WASN'T IT EVER SO?

The dispatcher at our express company is a born leader. His father owns it.

IT TAKES REAL TALENT

An artful husband is one who can empty an ashtray and then convince himself he has just cleaned up the house.

AND THEY MIGHT BE!

Conscience is a quiet inner voice which warns you that somebody may be looking.

THE DOCTORS WERE RIGHT

The man rang the bell on the Pearly Gates and asked the attendant: "What's the date?"

It's the 28th," replied the heavenly attendant.

"Then the doctors were right," replied the applicant. "They said I'd be out of the hospital by the end of the month!"

NOT A TOTAL LOSS

Discussing the office egotist, one steno said to the other: "He's not as big a pain as he used to be!"

"He's really losing his egotism?" asked the second steno.

"Nope," replied the first, "but he is losing some weight!"

THE BALD TRUTH

Two ladies were discussing the coming country club dance.

"We're supposed to wear something to match our husbands' hair," said the first, "so I'll wear black."

"Heavens!" replied her friend. "I don't think I'll go!"

A ROUGH ROAD AHEAD!

The expectant mother was showing her friend the pink dresses she had picked out for her first-born.

"But what if it turns out to be a boy?" asked her friend.

"In that case, he'll just have to wear the dresses and I'll enroll him in a karate class!"

HE MADE THE ROUND TRIP

The VIP said to his assistant: "I'm telling you, I went away to school, stupid!"

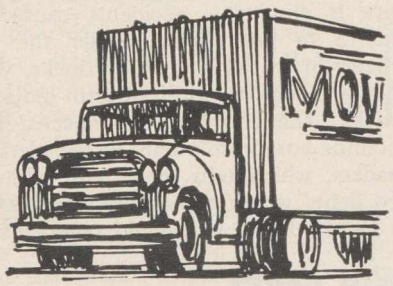
"Yes," replied the assistant, "and you came back stupid, too!"

NOT HAIR SO LONG!

Climbing into the barber chair, the teenager asked the barber: "Aren't you the man who cut my hair the last time?"

"Nope, not me," said the barber. "I've only been here three months."

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME .....

NEW ADDRESS .....

..... City State Zip Code

OLD ADDRESS .....

..... City State Zip Code

LOCAL UNION NO. .....

SOCIAL SECURITY NO. .....

LEDGER NO. ..... (If unknown—check with Local Union)

NAME OF EMPLOYER .....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

Vol. XXIII *(From the May 1926 issue of the TEAMSTER)* Number 5

WHAT HAS HE DONE FOR WORKERS?

This is the year that we elect our Congress. A change can be made in all of the congressmen and a number of the senators. It may be well for us to look up the records of the men we voted for two years ago as representatives to Congress, and the senators six years ago. Let us take the trouble to find out who was with the striking coal-miner; what they did, if anything, for labor bills in the interest of the workers.

All this information can be gotten from the Secretary of your State Branch of the American Federation of Labor, or from the Secretary of the Central Body of your particular district.

Men who are in public office, and always vote for "Big Business"—right or wrong—should be left at home after next election.

All kinds of work and propaganda will be put over once more with big rallies, brass bands and a generous amount of "hot air" to deceive the worker. Do not vote on a last minute impression; but consider carefully what the person you give your vote to has done in behalf of humanity and its mass of workers during the past two or six years. That is his test; not what he or his paid staff say just prior to election day.

If the man running for office is new in the political field, make an effort to have him interviewed through your trade union affiliation, and find out what his tendencies are toward the lifting up of the worker in industry, the home, and the country; and vote for your representative or senator accordingly.

"WHO SHALL DO OUR WORK"

Opinions may differ regarding the world having been made "safe for democracy" by the great war that convulsed the nations for four long and terrible years between 1914 and 1918, but in so far as this country is concerned, there should be no difference of opinion concerning one thing, and that is the operation of the industries of the United States is no longer dependent on foreign immigration.

Earlier in our history we needed and encouraged much immigration, and we obtained a splendid class of immigrants, composed principally of the energetic English, the sturdy German, the industrious Irish and the thrifty Scotch. We were glad to get men and women from such stock, and we still have need and can find room for some of them. Our present immigration law provides for all that. That law is giving fine results, and it must not be butchered with amendments to gratify the greed of any manufacturer seeking cheap labor. The wage scales of the American worker now are the highest in the world and this standard of living now is the best in the world, and they must be maintained.

THE UNION LABOR LIFE INSURANCE COMPANY

Affairs in The Union Labor Life Insurance Company are moving rapidly and successfully. Up to date a quarter of a million dollars has been subscribed by a handful of nationals and internationals, and reports received from others that the matter is pending favorably before their General Executive Boards. Every mail is bringing individual rejuests for application blanks and information.

In the next month, local unions will receive notice of quotas allotted, and there is every indication that the amount set will be reached within thirty days.

Arrangements will be made shortly for actuarial, medical and other service against the day when the company will open its doors for business.

EDITORIAL

Various reasons have come up in the last few years to keep members away from the regular meetings of their unions.

When a wage scale, strike, election of officers or selection of delegates to conventions is scheduled to take place, the halls are usually not large enough to hold the crowd. When that particular meeting is over, however, the officers seem to be expected to do all the work the rest of the year, with little or no co-operation on the part of the membership.

In the early days of our organization, when the pay was small and you had little money to spend, if any for things outside of bare necessities, then our meeting halls were filled with practically the entire membership. Everyone seemed to take an active interest in the union and did his share in keeping it up. Then, all members were "givers":—we had few "gimmies".

An organization that makes good conditions and the wages of its members worth while, should be kept alive by the real presence of those who belong to it and pay dues.

Many of the pioneers of our movement, those we term the "old timers", seem to feel that the new and young men coming in should take up the responsibility of the necessary committee work and attendance at meetings. It is true that these men have contributed their time and money in the past and should be relieved as far as possible by the younger generation.

But if they are still actively engaged in "teaming", their attendance at the regular meeting is most essential. To the younger men, they can give confidence and render the sort of help needed from years of experience in the union.

These young members should be taught through the influence of the older men at the meetings that the conditions and wages they now enjoy were brought about by an active interest in the union and its officers, as well as the willingness on the part of each member to help both.

The men who fought the battles for labor, who make enemies of capitalists and corporations by what they do and say, have trials enough to encounter without feeling that they must also be on their guard against enemies in the very ranks of labor who ought to be their friends and supporters.

All good Union Drivers can make a lot of friends for our organization and themselves by being careful on wet days on poorly paved streets; by so doing, the clothes of men, women and children will be protected from muddy splashing.

Word has just been received from John F. English, Secretary-Treasurer of Coal Teamsters' Local No. 68, of Boston, that their union has agreed with the Coal Dealers to go to arbitration with their agreement. This is now before the Massachusetts State Board of Arbitration and Conciliation, and may be all settled—we hope satisfactorily—by the time this issue is on the press.

INTERNATIONAL
TEAMSTER

COVER STORY

This month, the "International Teamster" turns its spotlight on Los Angeles.

Los Angeles at night as seen from Beverly Hills. The "City of Lights" or the "City of Angels," Los Angeles has many faces, a city with something for everyone.

It started out as The Village of our Lady, The Queen of the Angels, named by the Franciscan Fathers on September 4, 1781. The City Seal perhaps best describes its diverse heritage. It shows the lion of Leon and the castle of Castile from the Arms of Spain representing Los Angeles under Spanish control from 1542 to 1821. There's an eagle holding a serpent to represent the period of Mexican sovereignty from 1822 to 1846, a Bear Flag for the California Republic, and the Stars and Stripes. Olive, grape and orange sprays suggest a city in a garden and the beaded circle surrounding the shield represents a rosary to commemorate the part played by the Mission Padres in founding the city.

Los Angeles is our third largest city with a population of 2.8 million within a county of 7.1 million, a county which is larger than 43 of the 50 states.

The city's past is a historic one, its present, exciting and its future, shining.

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001.

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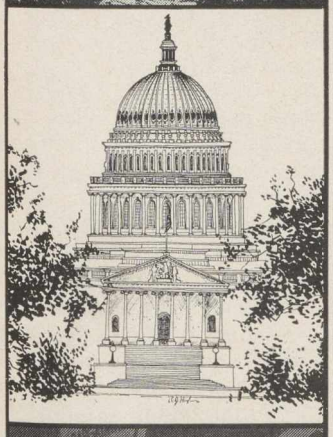
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FROM THE DESK OF FRANK FITZSIMMONS

General President's Message

In the past few weeks America has reached a point that should be extremely alarming to all of us.

50% of the oil consumed in this country was *imported.*

When we were hit by the oil embargo of 1973-74, America was dealt a severe blow.

Long lines began to form at gas stations across the country.

The cost of a gallon of gas skyrocketed.

Industry cut back—second and third shifts were discontinued, layoffs grew each day, a recession was in full swing, and conservation of energy became everyone's task.

Luckily, the winter was relatively mild and the embargo ended.

America had been shocked. Some 32% of our oil consumption was imported, and when it was cut off we began to see the dangerous position we were in economically, politically and defensewise.

That we would entrust the very future of our country to an uncontrollable outside force was unthinkable, and we vowed that we must begin at once to reverse this dependency rate and move toward a goal of *Energy Independence.*

Well here we are—two years later, and our dependency on outsiders has gone from 32% in 1974 to 44% reported for 1975, and 50% in recent weeks.

For the safety of our country and our economy this dangerous situation must be put in reverse *immediately, now, at once.*

The political profit and the economic profit concerning many of our leaders, in and out of government, must be put aside in the interest of all our people.

If another oil embargo were to begin tomorrow, what would the consequences be?

As wage earners, and largely involved in transportation, we would see the effects almost immediately. The damage to our country would be swift and possibly permanent. Those hurt the most would, of course, be the working men and women who rely on this delicately balanced and intricate system we call our economy.

We must not wait until it happens to do something positive.

The time to prepare was *Yesterday.*

I will report to the membership each month on the progress being made.

Everything we have worked for these many decades can add up to zero, or literally grind to a halt and be destroyed if we allow our system to be weakened.



Frank E. Fitzsimmons

IBT SUPPORTS CONFECTIONERY WORKERS' STRUGGLE

Teamster General President Frank E. Fitzsimmons has asked the more than two million Teamster members and their families and friends to assist the members of the Bakery and Confectionery Workers' International Union now in a struggle with Russell Stover Candies.

The Bakery and Confectionery Workers have initiated a nationwide boycott against the candy company. The facts in the matter are these:

1. In 1966, the Bakery and Confectionery Workers' International Union of America (through the then-ABC) organized the Russell Stover plant in Kansas City, Missouri.

2. Over a period of time, efforts were made to organize the workers in the Russell Stover plant located in Lincoln, Nebraska.

3. In September of 1974, the workers at Lincoln by a vote of 392 to 216 voted for the union. There were 643 eligible to vote in that NLRB election.

4. Following their 1974 election, the company engaged in dilatory tactics; it filed objections which were dismissed by the regional director and, on appeal, were dismissed by the full NLRB in August, 1975.

5. The company has failed to engage in any meaningful bargaining.

6. An election was held at the Russell Stover plant in Montrose, Colorado, in June 1974. The union lost this election by a vote of 101 to 133.

7. The union filed unfair labor practice charges and election objections which were fully sustained by the NLRB.

8. The Board ordered a new election at Montrose and also ordered the company to pay back wages plus 6 percent interest on increases promised by the company and supported by the union.

9. The company has refused to comply with the Board's order and is obtaining further delays by the refusal.

10. Most recently, in Montrose, Colorado, the NLRB Administrative Law Judge has found the company guilty of violating the law by ordering supervisors to determine the union feelings of workers. One supervisor was fired for refusing to carry out this unlawful order and the NLRB Administrative Law Judge has ordered his reinstatement after finding the company guilty of illegal activity. The company has refused, within the specified time, to comply with this order of the Administrative Law Judge.

11. The products of this company are sold in stores franchised by Russell Stover Candies, Inc., as well as in retail outlets owned directly by the company. In addition, the company sells its products through thousands of drug stores and in many department stores throughout the continental United States, exclusive of Alaska.

NBC TARGET OF INTERNATIONAL COMPLAINT

Attorneys for the International Brotherhood of Teamsters have filed a complaint with the Federal Communications Commission charging that an NBC 5-part series labeled "Teamster Power," aired by John Chancellor on the "Nightly News" in late March, violated the Commission's "fairness doctrine" and was a personal attack on the Union, its officers, and pension funds covering Teamster members. NBC also was charged with violating its public duty by distorting the extent and scope of its investigation and in deliberately misrepresenting that General President Frank E. Fitzsimmons had been offered an opportunity to "comment" by NBC but had refused to do so.

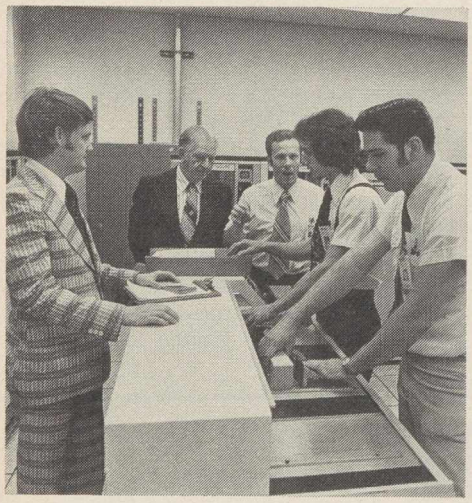
NBC's 5-part "special" report included one segment on Teamster pension funds. In it NBC said that "union officials who run the fund have been slow to pay out to retired union members, but quick to hand out millions in questionable business loans." The IBT's complaint lodged with the FCC points out that Mr. Chancellor failed to reveal that 92 percent of all applications for pensions from the Central States fund are approved—a higher rate of approval than that of the Social Security Administration's 90.8 percent. In the same segment on the pension funds, NBC stated that one Teamster member, Paul Decker, had been denied a pension even after his "employer had made payments for him to the pension fund for the last 21 years." The complaint filed by the International Union points out that contributions on Mr. Decker's behalf came from 78 employers, not one employer, and that while the total contributions on his behalf amounted to only $1,690 after over 21 years in the industry, Mr. Decker was receiving $350 per month for life, or an actuarial equivalency of $49,369.

The International charged NBC with unfairly attacking the Union and its officers without airing opposing points of view. It also accused the network of deliberate misrepresentations of fact. Contrary to the network's attempt to portray its report as the product of a long, detailed and thorough investigation of current Teamster practices, it was in fact a "warmed-over rehash" of material extracted from newspaper and magazine articles. Further, that General President Fitzsimmons had been given an opportunity to "comment" when, in fact, NBC made no such offer but instead suggested that Mr. Fitzsimmons agree to be subjected to an "interview" by the same NBC reporters who had blasted the union.

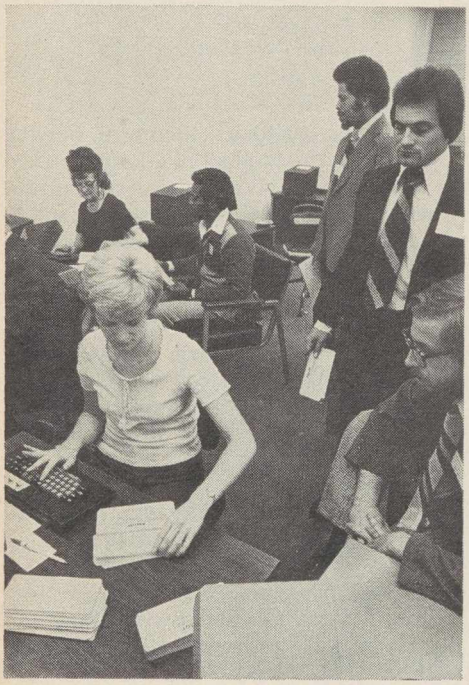
Additionally, the International questioned the network's motivation by pointing out that NBC chose to run this first of its investigative reports at a time when crucial labor negotiations between the Teamsters and the nation's trucking industry were in the critical, final stages.

In order to remedy NBC's alleged violation of its public trust, the complaint filed by the International requests NBC be compelled by the FCC to air contrasting viewpoints and allow General President Fitzsimmons a fair opportunity to comment on the 5-part series on behalf of himself and the Union.

TEAMSTERS RATIFY MASTER FREIGHT AGREEMENT BY 4-TO-1 MARGIN









General Secretary-Treasurer Ray Schoessling checks out ratification of the National Master Freight Agreement. The vote was ratified by an 80 per cent majority, according to General President Frank E. Fitzsimmons.

Fitzsimmons announced the results of the mail referendum completed last month under the supervision of the U.S. Department of Labor. Fitzsimmons said the vote was 4-to-1 in favor of ratification.

The National Master Freight Agreement covers an estimated 400,000 members of Teamster local unions employed by 16,000 motor freight carriers operating in the United States.

Details of the Agreement were reported on pages 5 and 6 of the May issue of the "International Teamster."

LEGISLATIVE REPORT

PRESIDENT SIGNS HIGHWAY ACT

President Ford signed into law the Federal-Aid Highway Act of 1976, authorizing more than $17.5 billion for the extension of Federal aid to highways program for fiscal years 1977-1978. He said the measure will assign priority to the completion of intercity routes, closing the gaps in the Interstate System.

The new law is a two-year "interim" compromise measure that "permits the program to continue while setting the stage for the next Congress to confront again the critical issues facing the programs," the President said.

Under the Act, $3.3 billion was authorized for fiscal year 1977 for the Interstate System, and $3.5 billion for fiscal year 1978.

President Ford said the measure was "the product of almost a year-long debate." He pointed out that he sent Congress last July proposed long-range legislation recommending some "fundamental changes" in the program.

The President said he had called for: a restructuring of the present trust funding system with $1 billion of gas tax assistance available directly to the states; consolidation of categorical grants in the non-Interstate program into three block grants of rural, urban, and safety assistance; focusing "prime" Federal attention on completion of "critical" intercity routes on the Interstate System, and providing long-term funding levels for highway programs consistent with new Congressional budget procedures.

The Act extends the Highway Trust Fund through September 30, 1979, and contains annual authorizations for the Interstate highway program through 1990.

The new law requires that no less than 30 percent of a state's Interstate funds be used for routes contributing to the continuity of a national network of highways.

The Act also authorizes a total of $212 million for fiscal 1977 and $237 million for fiscal 1978 for Department of Transportation safety assistance programs. Other DOT construction programs received authorizations of $486 million for fiscal 1977 and $482 million for fiscal 1978.

Under the new law, highway construction has been redefined to include "resurfacing, restoration, and rehabilitation." The Act also requires a re-evaluation of the National Highway Safety Program standards by the Secretary of Transportation and clarifies the Secretary's discretionary authority in approving state safety programs.

National Highway Traffic Safety Administration authorizations under the Act were for $122 million for fiscal 1977 and $137 million for fiscal 1978 for state and community highway safety grants.

Funds for each fiscal year of $40 million and $50 million were authorized as incentive grants to states for safety research and development, and $15 million each year in incentive grants to states for reductions in traffic fatality rates and number of fatalities.

The Federal Highway Administration received authorizations of $35 million for each fiscal year for safety grant and safety research and development programs.

In signing the measure, President Ford said that "because the bill would still result in substantial outstanding authorizations being available during fiscal year 1977, I believe it is important for Congress to take separate action to place an obligation ceiling on the Federal-Aid Highway Program at least through fiscal year 1977." He warned that "new activities authorized in this legislation will be carefully scrutinized before any requests for additions to the budget are sent to Congress."

FEDERAL ELECTION COMMISSION BACK IN BUSINESS

President Ford has signed into law a bill reconstituting the Federal Election Commission. This comes as good news to the financially strapped presidential candidates who are now operating in the red and have been eagerly awaiting an infusion of federal matching funds.

The new legislation which President Ford reluctantly approved corrects constitutional defects found by the Supreme Court in January.

President Ford, whose own campaign will be the largest beneficiary, still thinks the law may be unconstitutional.

As we go to press, President Ford stands to receive $1.3 million, Ronald Reagan, $500,000, Jimmy Carter, $462,000, Sen. Frank Church, $120,000, Rep. Morris Udall, $205,000 and Gov. George Wallace, $213,000.

All the campaigns are now operating in the red.

SENATE SUSTAINS FORD VETO OF CHILD DAY CARE BILL

Although the House of Representatives voted to override, the Senate failed by three votes in their effort to override President Ford's veto of the Child Day Care Services bill. The bill would have provided extra funds to help states meet federal targets for the size of staffs at day care centers.

President Ford said the legislation, "would have run counter to a basic principle of government important to all Americans—the vesting of responsibility in state and local governments."

CONSUMER PRODUCT SAFETY COMMISSION POWERS INCREASED

A new law has increased the powers of the Consumer Product Safety Commission by enabling it to remove unsafe products from store shelves quickly by seeking court injunctions. Previously the commission had to hold hearings before banning the sale of a product.

The new law also specified that the commission's safety standards for products supersede state and local standards.

$17 BILLION GAP IN FEDERAL BUDGET BETWEEN FORD AND CONGRESS

The tentative Federal budget set by Congress is $17 billion greater than that called for by President Ford.

The Congress calls for $413.3 billion for the fiscal year which begins in October. President Ford wants to spend $395.8 billion.

The $17 billion difference will be the source of endless debate this election year.

The House-Senate budget proposals would boost spending for public service and public works jobs substantially. It is not clear how many jobs would be created. One estimate places the number as high as 600,000.

In its budget assumptions the Congress rejected President Ford's proposal to increase the social security tax rate but went along with his budgeting only a 5 percent pay raise for Federal workers.

VISIT SOUTHERN CALIFORNIA



AMERICA'S VACATIONLAND

Southern California is one of the most beautiful parts of the United States. You can stand on a beach with the Pacific Ocean lapping over your feet and look up to magnificent ranges of mountains. The sun shines almost all the time, but the temperatures are generally mild and the weather balmy. Residents wind up with a year-round tan without even trying.

This year's Teamsters convention is in Las Vegas, Nevada. An easy flight or a relatively easy drive brings you into Los Angeles. You might want to consider Southern California as a place for the family to tour this year. As a vacation package the value you get in Southern California is hard to beat.

Generally speaking the ages of your children will dictate your pace and the things you visit but if you avoid a whirlwind trip the kids won't get cranky and you won't be exhausted. But you need a plan.

The best way to begin your planning is to call or visit the Southern California Visitors Council. A highly professional group, they have a number of free, informative publications that will help you pick and choose from the various delights the area has to offer and answer any questions you may have. They're located at 705 W. 7th Street in downtown Los Angeles (213-628-3101).

Southern California is a tourist mecca to begin with, so reservations are a must. There are plenty of hotels and motels but all of them require reservations and often an advance payment.

Disneyland

Disneyland is, of course, the outstanding attraction on the West Coast. The seven lands of Disney are what they have been for many years, a continuing delight. A new feature has been added this year—the parade.

Twice daily this summer—at 10:00 AM and 3:00 PM—Disneyland unveils a larger-than-life Bicentennial parade depicting America's history. Other specials include "Great Moments with Mr. Lincoln" in the Main Street Opera House. In your scheduling devote at least one full day to Disneyland.

Queen Mary Tour

The days of the ocean liner are almost gone but parents and children can get the idea by visiting the dowager queen of the oceans, the "Queen Mary," at her berth where the Long Beach Freeway meets the Pacific Ocean.

When you board the Queen you begin a sentimental journey into her past from the opulent staterooms and the luxurious main lounge to the grim troopship accommodations which thousands of WW II veterans will remember. The Queen never traveled in a convoy. Her speed frustrated the best of the U-boat skippers.

The Queen features two long malls of picturesque shops, fashionable restaurants and cocktail lounges. You can tour the engine room and the bridge, visit the Living Sea, a marine exhibition created by Jacques Cousteau and the Queen's very own museum. (Admission $4.00 for adults, $1.75 for children 5-11).

Universal Studios Tour

No trip to Southern California would be complete without a visit to a Hollywood studio. The Universal Studios tour is outstanding. Via the legerdemain of "special effects," the deadly shark from "Jaws" attacks your tram. You are caught in a whirling alpine avalanche. The Red Sea parts before your eyes. When it parts, you will know how Cecil B. DeMille felt. You will recognize dozens of famous sets and streets from movies and TV.

At Screen Test Theater they show you how your favorite shows are taped and edited. You might even be the star! Universal Studios are located between Hollywood and the San Fernando Valley—just off the Hollywood Freeway at Lankershim Blvd. three minutes from the legendary Hollywood and Vine—the heart of old Hollywood.

Marineland of the Pacific

The universal appeal of seals, dolphins and whales makes Marineland a vacationer's must. Above the Pacific on Palos Verdes, Marineland's sea shows are an absolute delight. The performing seals and dolphins will amaze you. The killer whales will make you glad you are on dry land and you will absolutely be gleeful when you see Bubbles, the pilot whale.



Photos Courtesy of Southern California Visitors Council

A complete visit takes about three hours. Open every day from 10:00 AM until sunset. (Admission is $4.50 for adults, $2.75 for children 4-12).

If you want to leave the driving to somebody else, consider a sightseeing tour. There are 21 different tours covering everything to be seen from Los Angeles to San Diego. The San Diego tour takes you through beautiful beach cities and citrus groves and stops at the famous Mission San Juan Capistrano founded in 1176, the place where the swallows return every March.

If you have had enough daytime amusement, put the kids to bed and take off on the "Night on the Town" tour. This Los Angeles after-dark adventure includes a full course dinner and one cocktail at a fine restaurant, a visit to two show spots with a cocktail at each after dinner. All expenses are paid including tips. All tables are reserved and you will have a personal escort. (Price: $30.00 a person, adults only).

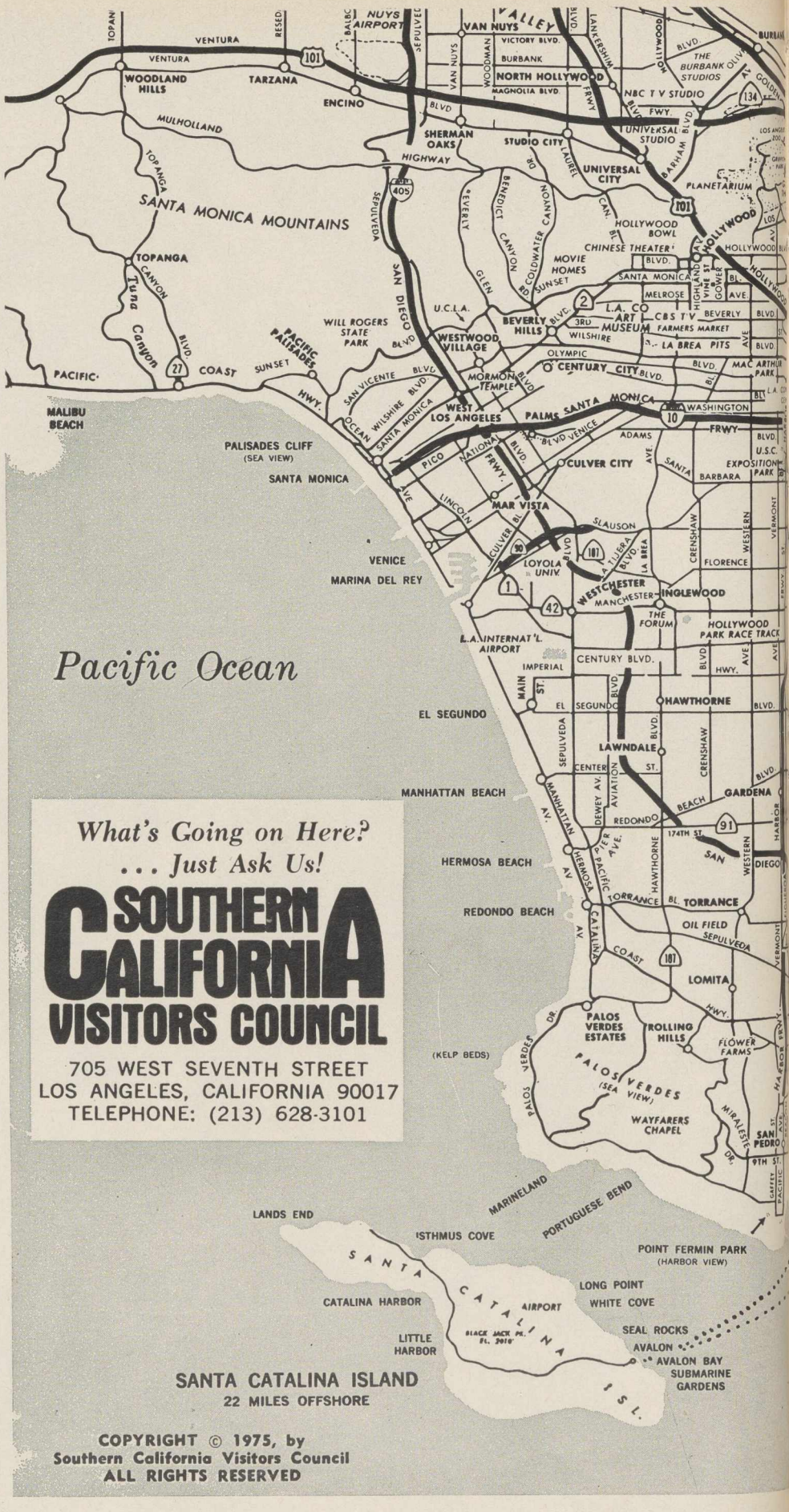
The Southern California area offers something for everyone. If it is music you want, the Los Angeles Philharmonic Orchestra and the Civic Light Opera company perform year-round at the Los Angeles Music Center which is also the home of the Center Theater Group. The Music Center is the hub of the downtown Los Angeles revival.

Down the road from the Music Center is the World Trade Center featuring majestic murals that depict free trade from pre-historic to modern times. The world sends its wares to the World Trade Center. Shoppers will find everything from Copenhagen crystal to Phillippine wood carvings and Japanese coral.

For the scientifically minded, visit the Griffith Observatory which has both Planetarium and Laserium shows daily. There is a special children's show each Saturday at 11:00.

Los Angeles Zoo

The Los Angeles Zoo is one of the most famous in the United States. In a way it is a mini-trip around the world because the zoo is divided into five continental areas each featuring the animals, birds and reptiles of its continent, lions and hippos and elephants from Africa, to the kangaroos, wombats and wallabies of Australia—a good place to spend half a day. There is also a special children's zoo where toddlers can actually meet and greet some of the baby animals. Look for the exit signs when you near the juncture of Golden State and Ventura Freeways. (Admission: Adults $1.25, Juniors (12-15) .50, Children 11 and under free.)



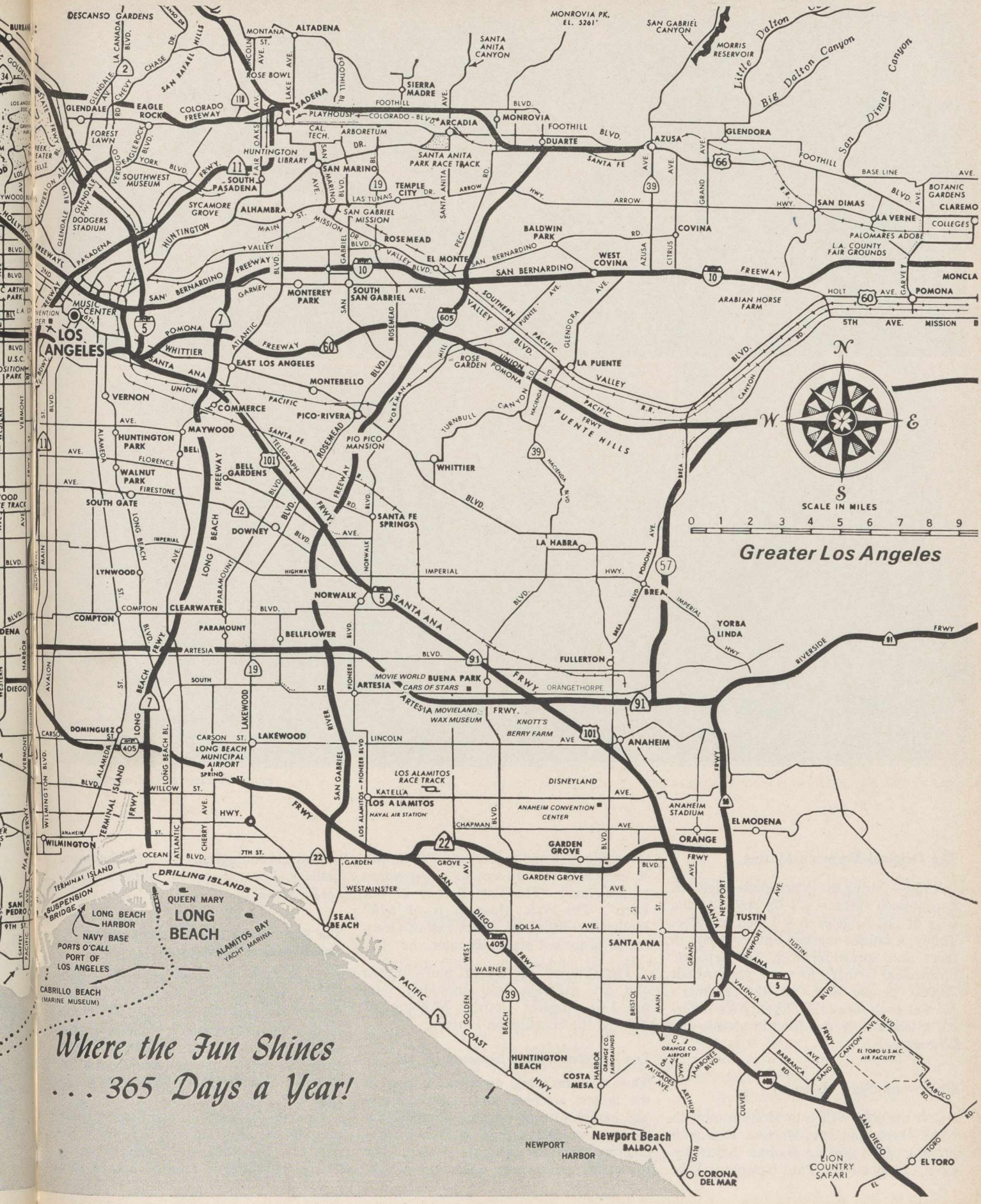

DESCANSO GARDENS
ALTADENA
MONROVIA PK. EL. 5261'
SAN GABRIEL CANYON
SANTA ANITA CANYON
MORRIS RESERVOIR
Little Dalton Canyon
Big Dalton Canyon
San Dimas Canyon
GLENDALE
EAGLE ROCK
COLORADO FREEWAY
PASADENA
SIERRA MADRE
ARCADIA
MONROVIA
DUARTE
AZUSA
GLENDORA
SAN DIMAS
LA VERNE
CLAREMONT COLLEGES
BOTANIC GARDENS
FOREST LAWN
HUNTINGTON LIBRARY
SOUTHWEST MUSEUM
SOUTH PASADENA
SAN MARINO
TEMPLE CITY
SANTA ANITA PARK RACE TRACK
ALHAMBRA
SYCAMORE GROVE
DODGERS STADIUM
SAN GABRIEL MISSION
ROSEMEAD
EL MONTE
BALDWIN PARK
COVINA
WEST COVINA
PALOMARES ADOBE
L.A. COUNTY FAIR GROUNDS
MONTEREY PARK
SOUTH SAN GABRIEL
ARABIAN HORSE FARM
POMONA
MUSIC CENTER
LOS ANGELES
EAST LOS ANGELES
MONTEBELLO
VERNON
COMMERCE
PICO-RIVERA
ROSE GARDEN
LA PUENTE
PUENTE HILLS
PIO PICO MANSION
MAYWOOD
HUNTINGTON PARK
BELL
BELL GARDENS
WALNUT PARK
SOUTH GATE
WHITTIER
SANTA FE SPRINGS
DOWNEY
LA HABRA
LYNWOOD
NORWALK
BREA
COMPTON
CLEARWATER
PARAMOUNT
BELLFLOWER
YORBA LINDA
FULLERTON
ARTESIA
BUENA PARK
MOVIE WORLD CARS OF STARS
KNOTT'S BERRY FARM
ORANGETHORPE
DOMINGUEZ
LAKEWOOD
LONG BEACH MUNICIPAL AIRPORT
ANAHEIM
LOS ALAMITOS RACE TRACK
LOS ALAMITOS NAVAL AIR STATION
DISNEYLAND
ANAHEIM CONVENTION CENTER
ANAHEIM STADIUM
EL MODENA
ORANGE
GARDEN GROVE
WILMINGTON
SEAL BEACH
TUSTIN
SANTA ANA
HUNTINGTON BEACH
COSTA MESA
Newport Beach
BALBOA
NEWPORT HARBOR
CORONA DEL MAR
LION COUNTRY SAFARI
EL TORO
TERMINAL ISLAND
DRILLING ISLANDS
SUSPENSION BRIDGE
QUEEN MARY
LONG BEACH HARBOR
NAVY BASE
PORTS O'CALL
PORT OF LOS ANGELES
LONG BEACH
ALAMITOS BAY YACHT MARINA
CABRILLO BEACH (MARINE MUSEUM)
PACIFIC COAST HWY.
ORANGE CO. AIRPORT
N
W
E
S
SCALE IN MILES
0 1 2 3 4 5 6 7 8 9
Greater Los Angeles
Where the Fun Shines
. . . 365 Days a Year!









Photo Courtesy of Universal Pictures

The Original Farmer's Market

In 1934—during the depression—eighteen hardpressed farmers set up stalls on the edge of Los Angeles to sell their produce. Today, a unique market, entirely open in front and sprawling with 160 separate businesses, is there to serve you. About 20,000 people shop at the Farmer's Market each weekday. Twenty-six different kitchens turn out food in almost any language.

Hollywood Wax Museum

Relive the golden days of Hollywood with Clark Gable and Jean Harlow. Visit with present day greats, Barbra Streisand, Glen Campbell and Paul Newman. Take the chilling "Road to Terror". Pause with reverence at the life-size wax re-creation of DaVinci's "The Last Supper of our Lord". The Wax Museum is at 6767 Hollywood Blvd., one block east of Grauman's historic Chinese Theater.

Two "musts" for the art buff—If you like art galleries, you shouldn't miss the Los Angeles County Museum of Art and the Huntington Library.

Los Angeles County Museum of Art

This three-building complex is one of the largest art museums in the country and includes twenty-seven 19th and 20th-Century sculptures, nine by French 19th-Century sculptor Auguste Rodin. The museum's permanent collection is displayed chronologically in the Ahmanson Gallery. Located at 5905 Wilshire Blvd. (213-937-4250).

The Huntington Library, Art Gallery and Botanical Gardens

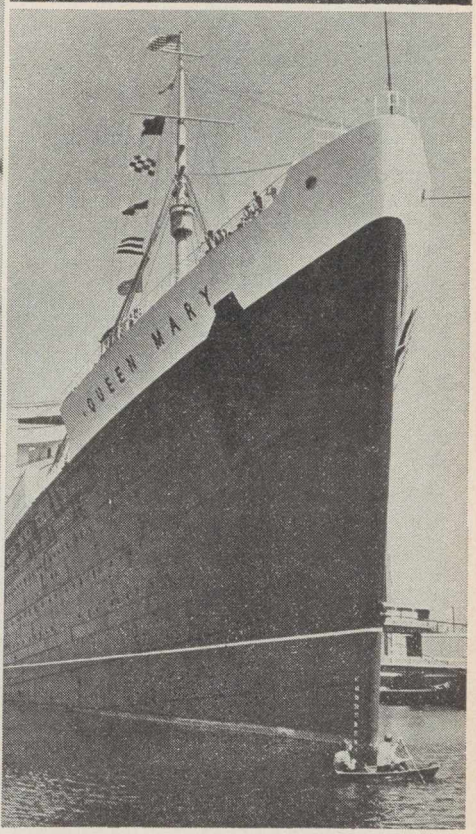
Located on a 200-acre site just outside of Los Angeles in San Marino, the Botanical Gardens features the largest collection of mature desert plants in the world, as well as trees, plants and shrubs from all parts of the world. And if you like camellias, they have 1500 varieties.

Among the famous paintings on display in the Art Gallery are the originals of "The Blue Boy" and "Pinkie".

The Huntington Library houses rare







Photos Courtesy of Southern California Visitors Council

books and manuscripts including the Gutenberg Bible and the most important collection of written materials relating to the American Revolution west of the Atlantic Seaboard.

They are located at 1151 Oxford Rd. in San Marino (213-681-6601). The hours are from 1 PM to 4:30, Tuesdays through Sundays—closed on major holidays and during the month of October. (Admission: Free).

Pageant of Roses Garden

If you like roses, don't miss this—7,000 rose bushes representing 750 varieties. The area is beautifully landscaped with paths winding through the rose bushes. The garden is located in Whittier at 3900 Workman Mill Road. (Admission: Free).

Palm Springs Aerial Tram

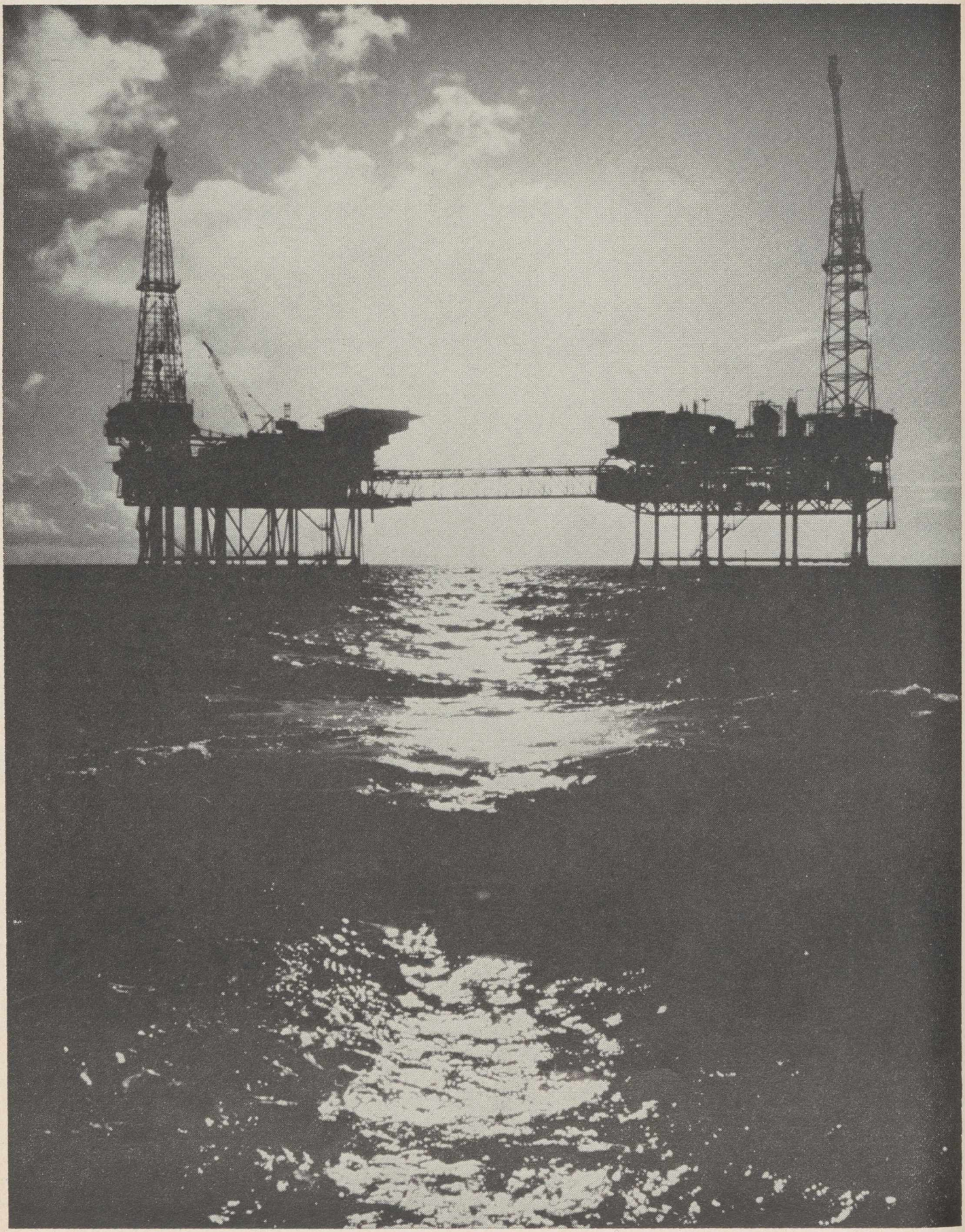
If you can squeeze a trip south to Palm Springs into your schedule, be sure not to miss the aerial tram. The tram carries you from Valley Station to Mountain Station up thousands of feet of mountain—so far up it is fifty degrees cooler at the top. At the top there is a snow play area and hiking trails. You can go up for lunch or dinner and just enjoy the spectacular view.

Palm Springs is one of our country's finest resorts. If you want to spend more time there, you can enjoy some of the most beautiful golf courses in the country, tennis, swimming, bicycle riding—and if you have a horse fancier in your family, horseback riding at dawn. The restaurants are excellent and the browsing and shopping in unusual boutiques and stores, a delight.

This is the area of the towering date palms. You can tour date farms in the area free of charge.

Fifteen minutes from downtown Palm Springs is Desert Hot Springs which has a wide variety of hot mineral pools and therapeutic baths.

The Palm Springs area even has its own mini-ocean. The Salton Sea, 360-square miles of water saltier than the Pacific, is a "must" for fishermen and boatmen.



API Photo Library

SUPPOSE THERE WERE ANOTHER OIL EMBARGO?

"For some years exhaustion of our energy supplies has caused worries among a few. Then the oil embargo and the precipitous rise in the price of oil in the fall of 1973 brought into focus for the whole world the painful and critical energy shortage."

"Critical Choices for Americans," 1976*

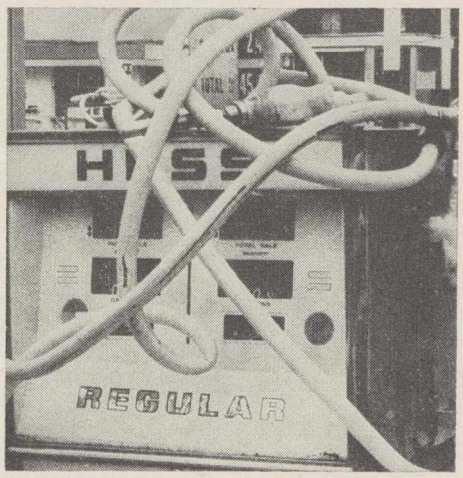
As we move into the middle of 1976 the United States is in worse shape with regard to adequate supplies of energy than it was in 1973 when the Arab boycott hit. In 1973 we were importing 32 percent of our oil. In 1976 we are importing 50 percent.

Another oil embargo or a foreign war or revolution that might interrupt the steady flow of oil tankers to the United States would have us facing genuinely acute shortages that could further slow down our economy and, at least temporarily, bring it to a stop.

Cars and trucks wouldn't run, homes and factories wouldn't be heated, planes wouldn't fly and the generators that produce the supply of electricity we take for granted would slow or stop.

As industry stops, of course jobs stop, too.

There is nothing new in all this. It



World Wide Photos

was said in 1973. It has been repeated many times since then. What is startling is that not only are we failing to make progress toward energy independence, we are falling farther behind each month.

It is worth repeating. *From 32 percent dependence on foreign oil in 1973 to an estimated 50 percent in the weeks of April, 1976.*

The dependence of this country on outside sources, for a substantial part of our energy needs, is truly a double-jeopardy situation.

The greatest danger, of course, is in a cut-off of supply. The dangers to us of such an action are well documented. What is not as apparent or as dramatic is the ability of the oil exporting countries to control the price we must pay for oil—oil that we *must have,* to live and work. The gradual price risings could lead, in the end, to the same result, a collapse of our system, or at best, an uncontrollable and inflated economy.

In the full light of this knowledge, our country's leadership in the Executive Branch and the Congress has failed to come together on a common "energy program" devoid of politics and vested-interest consideration.

Granted, that the problems involved in any energy program are intricate, complicated, sprinkled with matters of politics, economics, foreign relations, trade, world power, war and peace, but, that is still no reason to be without at least the beginning of a plan to resolve the present position we are in.

Despite much disagreement and many conflicting approaches such as oil "price controls" or "no controls," the fact remains that there are some points upon which most experts do agree.

* Vol. IV, "Power and Security," by Edward Teller, D.C. Heath and Company, Lexington, Mass.

To begin with;

Oil and gas supplies are limited. Nuclear power has much promise, but must overcome some questions of safety and nuclear waste disposal. Coal is available and in plentiful supply.

These few points of agreement do at least give us a starting point.

Let's go with what we know we have—

If a long journey begins with one step, then let's start moving. We are the pioneers of nuclear power—and we are blessed with an abundance of coal.

Joint positive action by the White House and the Congress can, and should be taken. A comprehensive program of testing, planning, research and construction in the nuclear field should receive a top priority by government, while *at the same time* proceeding to go "all out" in the doubling of coal production and *coal use* in producing electric power.

There are many things that can be done in the conservation of our present energy supply, and much research to be carried out in other areas such as solar, thermal, wind, and other potential energy sources.

We have no illusion that what we are suggesting is anything but a first step—a beginning. We are aware of the many possibilities from coal that can be researched. We do not hold out a simple solution to our energy shortage. We want some actions commenced, and an overall energy program honestly and non-politically hammered out with this as our possible goal—a monthly decline in the use of imported oil until a safe level is reached and we can guarantee to all Americans adequate energy at a reasonable price.

We must move toward ending the control of our economy, our transportation, our jobs and our homes by foreign nations who by price manipulation or another embargo of our oil supply could put us "out of business."

If another oil embargo faced us today we are sure that the President and the leaders of Congress would meet in a crisis atmosphere and within hours would jointly announce actions to conserve and expand our energy supply.

The danger is before us. Must we wait until it strikes before we begin to protect ourselves?

Our jobs and homes are energy dependent—

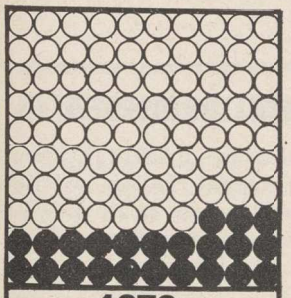
Our country should be *Energy Independent.*

(Coal, Nuclear, Solar, and Thermal Energy will be future topics.)

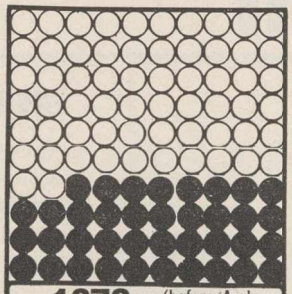


World Wide Photos

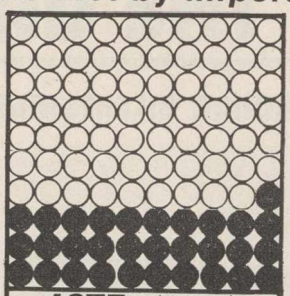
Share of all U.S. oil needs met by imports



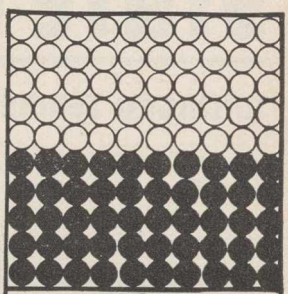
1970
U.S. OIL DEMAND:
14.7 MILLION BARRELS A DAY
IMPORTS:
3.4 MILLION BARRELS



1973 (before Arab embargo)
U.S. OIL DEMAND:
16.7 MILLION BARRELS A DAY
IMPORTS:
6.4 MILLION BARRELS



1975 (at recession low)
U.S. OIL DEMAND:
16 MILLION BARRELS A DAY
IMPORTS:
5 MILLION BARRELS

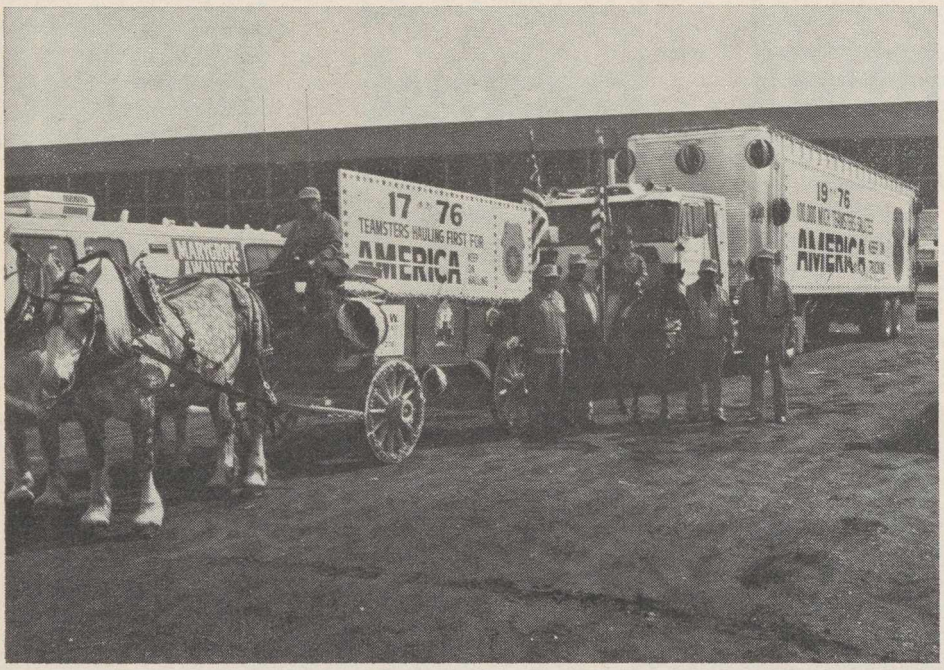


NOW
U.S. OIL DEMAND:
17.7 MILLION BARRELS A DAY
IMPORTS:
8.8 MILLION BARRELS



STATE OF THE UNION

MICHIGAN TEAMSTERS HONOR BICENTENNIAL



America's progress in transportation was the theme of Teamsters Joint Council 43 in the "world's largest parade" which included 235 floats, 40 bands, 100 antique cars and 800 clowns.

They all took part in a three-hour procession from the Michigan State Fair to Detroit's City Hall.

The Teamster exhibit was made up of an old freight wagon drawn by a team of two horses followed by a modern rig, decked out in red, white and blue.

Joint Council 43 president Robert Holmes directed the planning and the results were remarkable.

"It tells our story," said Holmes, "like the sign says, 100,000 Michigan Teamsters Salute America."

George Wither worked with Motor Truck Sales, Trailmobile and Adrian Outdoor Sign Company to put the floats together.

COURT DECIDES FOR STRIKERS

On April 30, 1976, the United States District Court for the District of New Jersey handed down a significant decision protecting the right to public assistance and welfare benefits for strikers.

The Court, after five years of legal proceedings, held that members of local 676 who had struck against Super Tire Engineering Company in May and June of 1971 were not wrongfully granted welfare and general assistance benefits by the State of New Jersey and Camden County. The District Court, which originally dismissed the case five years ago, had been ordered by the U.S. Supreme Court in a 5-4 decision on June 16, 1975 to grant the company a hearing on its claim that the payment of such benefits to striking employees violated the U.S. Constitution and Federal labor laws. After granting that hearing to the company, the United States District Court held in its most recent decision that neither the U.S. Constitution nor Federal labor laws were violated by New Jersey's granting welfare aid to needy strikers.

The suit against the State of New Jersey and the Local Union was funded by the U.S. Chamber of Commerce.

Because of the extreme importance of this litigation to the protection of members' rights to such assistance, the International Union financially assisted the local union in defraying the legal costs of these proceedings. The case could be appealed further up to and including the U.S. Supreme Court.

FASH APPEAL DISMISSED

An appeal filed by FASH (Fraternal Association of Special Haulers) with the National Labor Relations Board in Washington has been officially dismissed.

Earlier, the NLRB regional director in Pittsburgh had dismissed, without a hearing, the petitions filed by FASH on the basis that employers involved were party to the multi-employer national bargaining unit covered by the National Master Freight Agreement, and therefore, the single employer petitions sought inappropriate bargaining units.

The dismissal by the full Board constitutes the final disposition of these petitions since the statute does not permit appeals to the courts in representation case petitions.

SAFETY STANDARDS

Safety standards covering more than two million workers who regularly or occasionally work 15 feet or more off the ground have been proposed by government researchers. The proposals specify adequate means for getting to the ground in case of emergency. Also, special hearing tests have been recommended for workers performing at 80 feet or higher from the ground.

UNEMPLOYMENT HITS MAJOR CITIES HARDEST BLS REPORT SAYS

Industrial cities and states bore the brunt of recession-caused unemployment last year and only little improvement has occurred since, according to a recent report by the Bureau of Labor Statistics.

Michigan and Detroit were hardest hit with unemployment averaging 12.5 percent for the state, 13.1 percent for the city.

Among the states, unemployment exceeded 10 percent in Florida, Massachusetts, Michigan, New York and Oregon.

Current figures show little change. Michigan's 1975 rate of 12.5 dropped only to 11.7 percent by February of this year. In Massachusetts the statewide 1975 rate of 11.2 last year dropped to 10.6 percent in February.

In metropolitan labor market areas, cities averaging 10 percent or more in 1975 included Boston, Buffalo, Detroit, Miami, New York City, Newark, San Diego and the San Francisco-Oakland area.

NEW USE FOR CB's

Trucking companies are using citizen-band radios to alert other CB users when a truck is missing, offering a reward for information leading to the return of the equipment. Some of the rewards range as high as $1,000.

MOSKOW NEW UNDER SECRETARY OF LABOR

Michael H. Moskow has been sworn in as the new Under Secretary of Labor.

As under secretary, Moskow will be the second-ranking official in the Cabinet-level agency responsible for administering laws and programs to protect and improve the welfare of America's workers.

He will succeed Robert O. Aders whose resignation is effective with Moskow's confirmation.

Moskow, 38, held previous Labor Department posts, including that of assistant secretary for policy, evaluation and research from March 1972 to March 1973.

Earlier, he served as deputy under secretary of labor, advising the under secretary on economic matters and coordinating many department programs.

Moskow left the Labor Department in 1973 to become assistant secretary of the U.S. Department of Housing and Urban Development.

He became head of the Council on Wage and Price Stability in September 1975.

Moskow was executive director of the Construction Industry Collective Bargaining Commission from 1970 to 1972, simultaneously serving as senior staff economist with the Council of Economic Advisors.

The Paterson, N.J., native taught economics for six years at Temple University, Drexel Institute of Technology and Lafayette College.

He was a consultant with the Rockefeller Brothers Fund in 1967, and has served as a mediator and arbitrator in private and public sector labor disputes.

Moskow has authored or edited a number of books and articles on labor-management relations and labor economics since receiving his A.B. degree from Lafayette College (1959) and his M.A. and Ph.D degrees in economics from the University of Pennsylvania (1962 and 1965).

CONVENTION PREVIEW



General President Frank E. Fitzsimmons appoints M. E. Anderson for his first full term as Western Conference Director—Vancouver, B. C., June, 1975. At Convention time Anderson, who will serve as temporary chairman representing the host Western Conference, will introduce Fitzsimmons as permanent chairman of the 21st Convention.

TEAMSTERS KEEP LOS

Twenty-four years ago, Teamsters from all over the country convened in Los Angeles for the 16th convention of the IBT. Once again, Teamster members go West, this time to convene for the 21st time, in Las Vegas.

It seems appropriate to highlight Los Angeles, since so many members will probably visit the area after the convention and also because Joint Council 42 reaches from Los Angeles into Las Vegas.

The host for this convention will be M. E. "Andy" Anderson, Western Conference director, who will serve as temporary chairman, introducing General President Frank E. Fitzsimmons who will be the permanent chairman.

Joint Council 42, made up of 48 locals with 165,000 members is the 3rd largest in the country and the largest council in the Western Conference. To tell the fascinating story of these locals would take many pages, so this is simply a quick look into some of their unique aspects. Joint Council 42 stretches from Santa Maria in the North to San Diego in the South and into Southern Nevada. As a significant element in the Western Conference it shares in the healthy growth rate of 15 percent each year. Perhaps even more than the impressive statistics is the fact that the Los Angeles Council is unusual in its tremendous diversity and scope.

The IBT in this area encompasses everything from Hollywood, the movie capital of the world, to the world's largest egg ranch and in a practical way, touches the daily lives of everyone every day. It is a fact that the union here is a vital part of the Los Angeles lifeline. Teamsters, indeed, keep the city—our third largest—humming.

Feeding the City—and beyond

Much of what California eats is picked, processed, produced, packaged and delivered by Teamster members. At 4 o'clock in the morning when most of the city is asleep, the second largest produce market in the country is bustling with activity. Here in a 15-acre area, most of the fruits and vegetables needed to feed the 2.8 million people in Los Angeles City arrive each day. Some of this produce also goes all over the West. As early as 2 a.m., giant wholesalers, hotels, restaurants—large and small—food chains, as well as momma-poppa stores, are "walking the market."

The 1500 to 2000 people who drive the produce trucks and who work in the markets are all Teamster members of Local 630.

All the bread and all the milk that feeds the city and its guests is delivered by Teamsters. When it comes to milk, members are involved in every aspect of the operation from cow to consumer. Teamsters milk the cows, work on the dairy farms in the milk processing stage, haul the milk, ice cream and other milk products to everyone from wholesalers to retailers to restaurants, hotels, stores and to the doors of Los Angeles homes each morning. Bread and milk is delivered as far away as Las Vegas.

All the meat consumed is brought from the meat processor to its many destinations by Teamsters.

Fruits and vegetables, bread and milk, meat and eggs. Eggs are a story in themselves. The largest egg "ranch" in the world—500 acres of chickens—is in the area between Santa Barbara and Ventura, at Morepark. Egg City, as it's called, employs more than 550 men and women, all of whom are members of Local 186. Twenty percent or more of all the eggs in California come from these 500 acres and its 3 million chickens. Average egg production is at the rate of 1 million eggs each day. Teamsters pick up the eggs, candle them to separate the good from the bad, process the yokes for bakers, and package and deliver the eggs all over the West to wholesalers and retailers. One hundred and sixty drivers carry eggs to Sambo restaurants around the country.

The box of strawberries you buy in your local store may very well be labeled Oxnard, California. More strawberries are produced in this area than anywhere else in the country. Once again, IBT members are involved. Here, Teamsters pick, process and deliver the large succulent berries to widespread locations across the United States. The strawberries (and the eggs) come to you and your family courtesy of Local 186, with a membership of 5000 (including 3500 women).

If you look for the golden arches when you're on the road in Southern California, the McDonald hamburger you'll be eating will be surrounded by a Teamster-produced bun. Members and machines turn out buns at the rate of 9000 dozen an hour.

Members are involved in all aspects of food operations, canneries, frozen food plants, farms, distribution in just about every area of the feeding of people and pets.

Teamsters in Hollywood

There's only one Hollywood and Teamsters are a vital part of that glamorous world. Everything that moves in the studios of Hollywood—and out on location all over the country as well—is moved by a Teamster—including the movie and television stars themselves who are picked up from their homes and driven to the studios each day, and back home again.

Universal Studios, the world's largest, has 500 pieces of transportation equipment from water wagons and earth movers, to production vans—all Teamster driven. The fifty drivers who take some 10-14,000 visitors a day on exciting tours of Universal's movieland are all IBT members. Even the animals in your favorite shows are trained by Teamsters. Behind the tiniest bird and the most ferocious lion, from domestic to wild, there is an animal trainer and he is a Teamster. There are 2000 members of this local and 1600 are part of the movie and television world—70 members are women, some of whom chauffeur the stars.

When shows go "on location" Teamsters drive the production vans, the "honey wagons" (the stars' mini-homes) and everything else that moves in the caravan. A production van takes about one week to pack before it gets on the road because you can't forget anything—it all has to be there, in case there is no corner store.

The men who make the cameras roll are hauled around by Teamsters—so is that stagecoach when the horse is not in evidence.

When you consider that it takes a 14-hour workday to get 8 minutes of usable film—if you're lucky—you can realize how much overtime is put in by the members of Local 399.

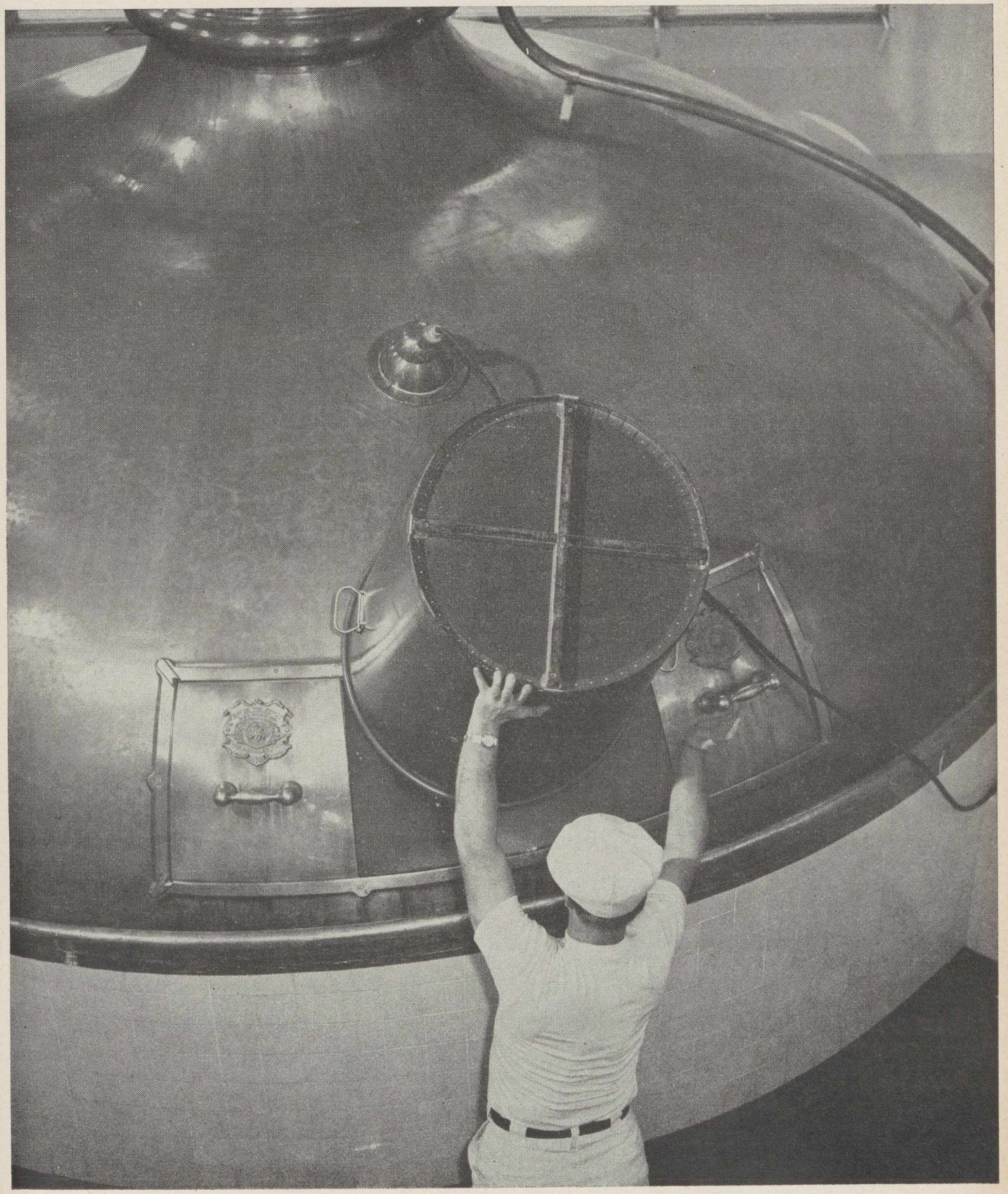
So when you're watching your favorite TV show or enjoying a good movie, remember the people who keep it rolling are Teamster members.

All-inclusive Local

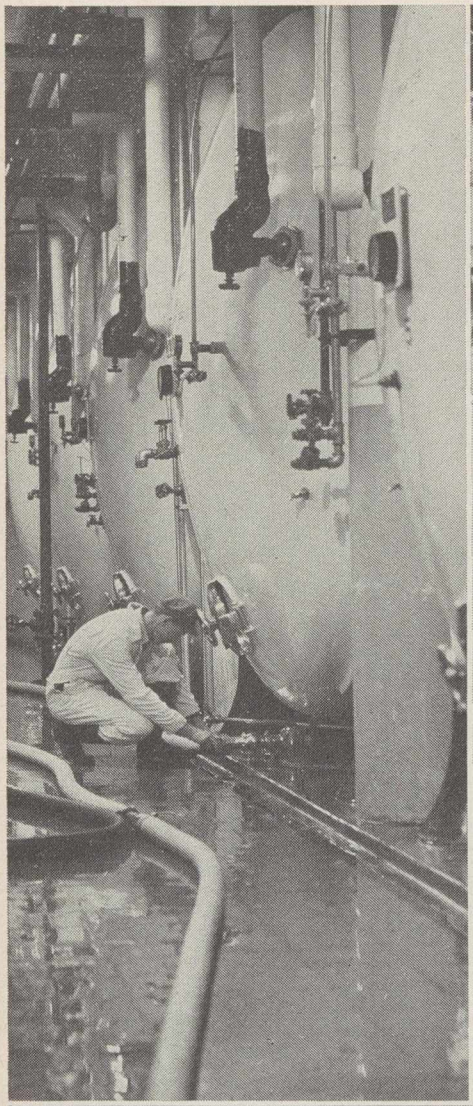
The largest local in the Joint Council and the largest on the West Coast is Local 986 with some 11,000 members. It's a local comprised of people in all walks of life, from petroleum drivers to the people who make the tiny parts you

Continued on page 38

ANGELES HUMMING



TEAMSTERS KEEP LOS







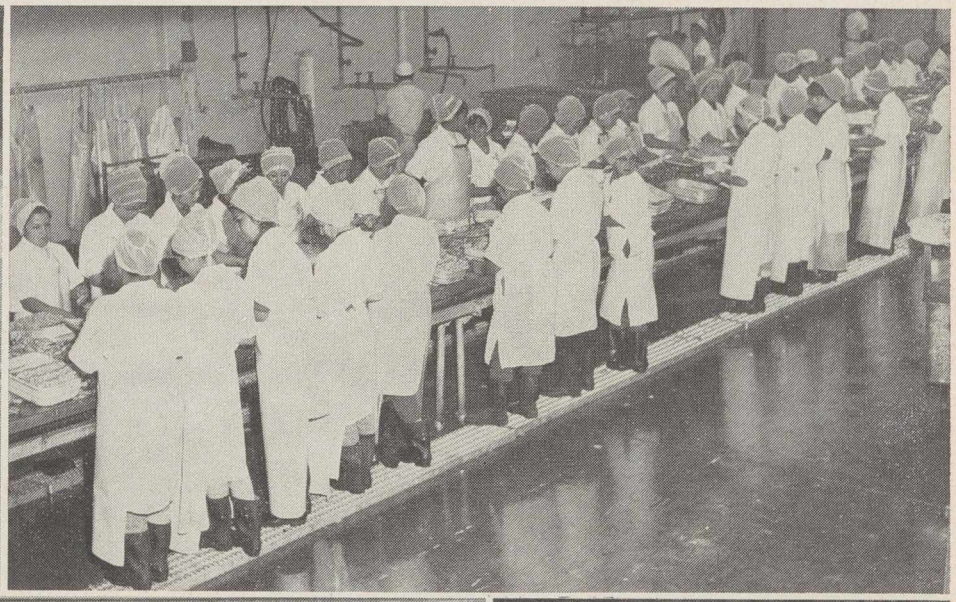


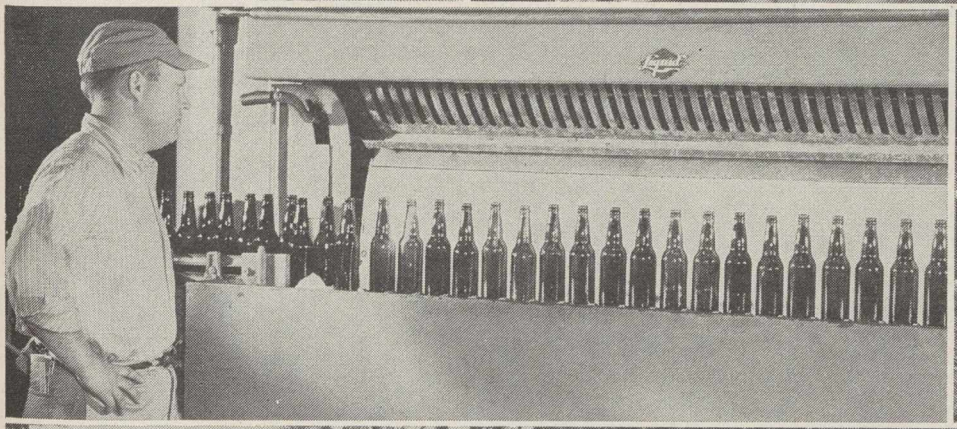




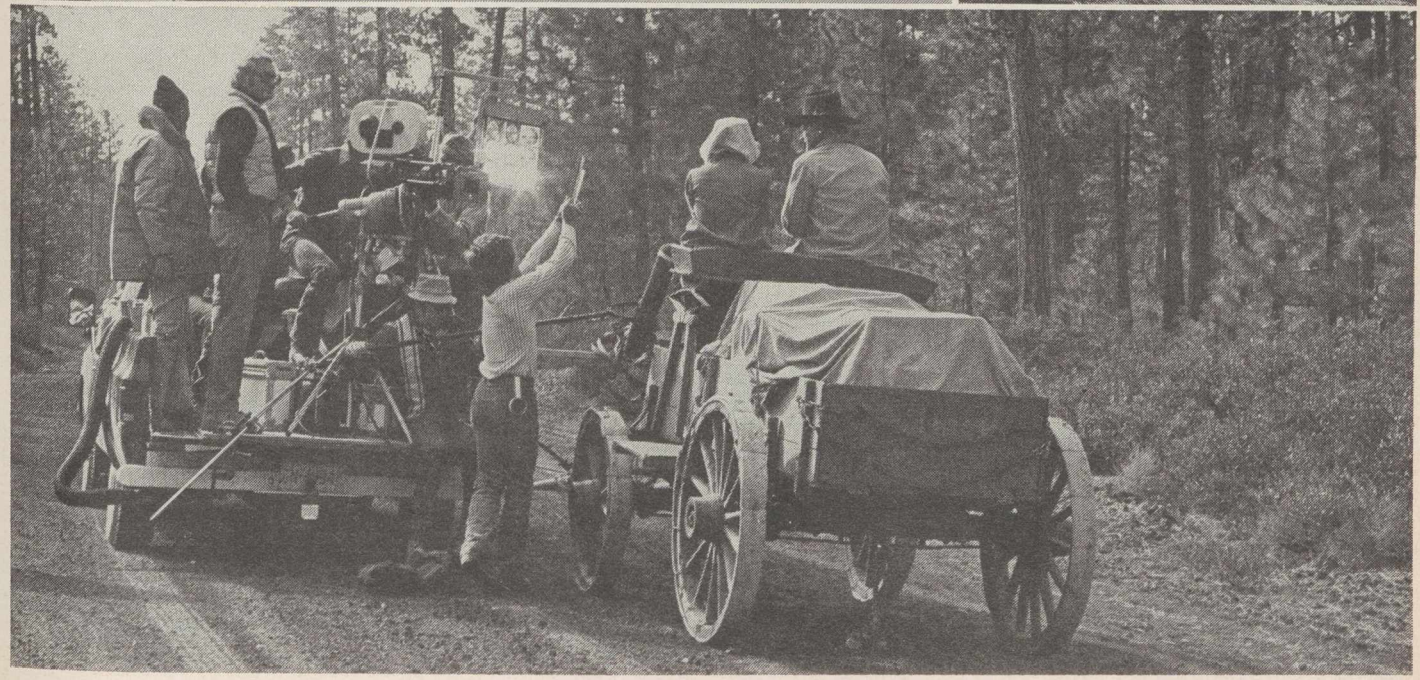
ANGELES HUMMING











HOW LOS ANGELES WAS ORGANIZED

A Brief History . . .

. . . Here was a burgeoning metropolis completely dominated by anti-union forces who would, and often did, go to extremes to forestall organization and keep wages extremely low. A combination of the Merchants and Manufacturers Association, organized in the 1880's by newspaper publisher Harrison Grey Otis, the Chamber of Commerce, and various other anti-union groups had kept labor suppressed. By means of power, money and an assortment of lawless activities they turned back just about every attempt on the part of unions to organize.

In contrast, Teamster Locals 85 and 70 had drivers in the San Francisco-Oakland area fairly well organized. So (Dave) Beck turned to Mike Casey and John McLaughlin of Local 85 and Frank Real of Local 70 with the problem. As a consequence, the Highway Drivers Council of California was established in May 1935, and it spearheaded an organizing drive.

Within the space of a few months thousands of drivers were enrolled in the Teamsters, augmenting the membership not only of Locals 85 and 70, but adding to the rolls of Locals in such places as San Jose, Sacramento, Fresno, Bakersfield and Vallejo and injecting new life into these unions.

It was an encouraging beginning. While it resolved a number of problems that revolved around owner-operators and other non-union drivers, it still didn't provide a key to organization of Los Angeles. That city was growing in population and wages for local drivers varied from 35 to 50 cents an hour—far below the union scale elsewhere. Line drivers were paid even less.

Despite energetic efforts, Teamsters—like other unions—found organizing in Los Angeles extremely difficult. Against great odds, Freight Drivers Local 208 in Los Angeles, General Teamsters Local 692 in Long Beach, and Sales Drivers & Helpers Local 572 in the harbor area managed to remain going organizations. So also did Studio Drivers Local 399. These unions, except for Local 399, had developed a close working alliance with the International Longshoremen Association in the Wilmington-San Pedro harbor area and this was of invaluable help to the ILA in winning their late 1936-early 1937 maritime strike.

While Mike Casey, in the early days of the Highway Drivers Council, looked with disfavor on the idea of launching a major organizing drive in Los Angeles, Beck was persistent. Finally, when Beck got IBT President Tobin to agree rather reluctantly to such an undertaking, Casey went along with the idea. In short order Beck arranged for a long-time associate of his in the Northwest, Harry Dail, who was an experienced organizer, to direct the Los Angeles campaign.

Members of the Merchants and Manufacturers Association and employers generally understood the true import of the ILA-Teamster coalition. They feared that success would result not only in the unionization of drivers, but also the dockmen and warehousemen. So they created special committees to work "closely" with law enforcement agencies—most of them sympathetic to management—and to generate public opinion against workers and in support of employers.

Shippers and truck operators were forced into pledging support for the open shop principle or face economic retaliation. The Motor Truck Association, dominated by PFL, employed the services of the Glen Bodell Industrial Detective Agency—the Pinkertons of Southern California.

Early Successes on the Waterfront

The Teamster organizing drive began with pickets at the waterfront, thus utilizing fully the agreement with maritime workers which entailed mutual respect for each other's picket lines and boycott actions, the latter then being a legal and highly effective weapon. The result was a virtual blockade of the waterfront but it produced results.

This, coupled with home visits and pressure on employers delivering freight to the area to have their employees sign up were most effective in building union strength. By the spring of 1937 the membership of Local 692 had increased to an impressive 1,200. Also organizers were having success in signing up line drivers whose routes ran to the East and North from Los Angeles.

The M & M had raised a war chest and opened scab hiring halls to furnish swampers and drivers. They also were given police radio and patrol cars to protect drivers going to and from the harbor. At one time an estimated 600 motorcycle policemen were employed to ride shotgun for trucks in an attempt to break through Teamster picket lines. Physical violence was inevitable.

Union protests to President Roosevelt, the Secretary of Labor and Governor of California against this use of police to interfere with the right of workers to organize were useless.

Although the Teamsters were winning the battle from the standpoint of recruiting new members, it became apparent that they could lose the war because the M & M and its allies were exercising their considerable economic and governmental retaliatory powers. The time had come, in the opinion of Teamsters who were directing the campaign, for more direct action—a move that would bring employers to their knees.

Suddenly all the discussions and planning that had been going on among Beck and his associates came into focus on what probably was the most difficult of all employers. The decision was made to strike Pacific Freight Lines and its subsidiary Pacific Tank Lines. PFL was the largest for-hire motor carrier in Southern California. It employed some 700 workers and pursued a drastic anti-union policy—one that meant the summary firing of any employee who showed interest in union organization.

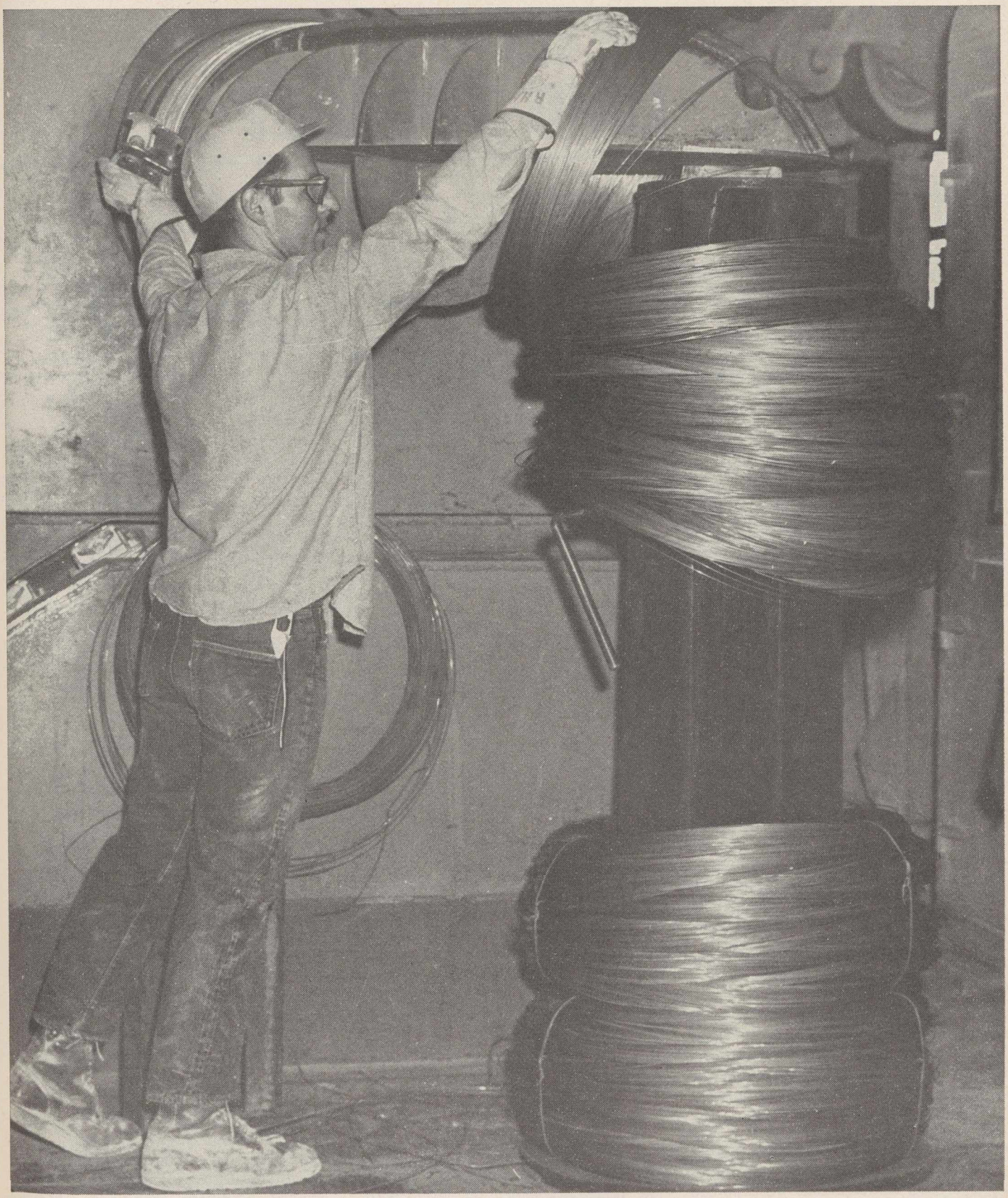
But, through its interlining activities, PFL was vulnerable to secondary boycott pressures which could be—and were—applied by the Highway Drivers Council and various Teamsters Locals as freight moved northward into the Bay area and onward to the Northwest.

The Battle is Joined

Early on the morning of March 31, 1937, Teamsters struck PFL, protesting the firing of eight employees because of their union membership and the company's generally poor working conditions. Only about 120 of PFL's employees walked out but, under the conditions, this was to be expected. Nonetheless the battle was on.

Management's reaction was swift. Another war chest was raised and some 175 armed strike guards were recruited from the Bodell Detective Agency. A temporary restraining order, later made permanent, was obtained against the union. In a further effort to smother any remaining interest among employees in unionism, PFL, granted an immediate 10 percent wage increase to its workers.

Continued on page 38



Teamster at work on a "Giant Slinky" at Davis Wire Corporation in Los Angeles

THERE ARE *215 MILLION OF US -- WHO ARE WE?

As we celebrate our 200th birthday there are more than 215 million of us compared with just four million when the first census was taken in 1790.

The count in the 1970 census made us the fourth largest in population among all nations. Only China, India and the Soviet Union have more people than the United States.

We have done much of our growing in the 20th Century. In fact, the 24-million increase between 1960 and 1970 was the second largest in our history. The largest gain was the 28-million increase between 1950 and 1960.

We are City People Now

The proportion of the United States population classed as urban rose to 73.5 percent from 69.9 in 1960. Just 26.5 of us live in rural areas. When the first census was taken just five percent of us were city dwellers. Ninety-five percent of us were on the farm.

Suburbia Still Grows

For the first time people living in the suburbs of major cities outnumbered those who lived in the city proper. The suburban population of the United States is 75.6 million compared with 63.8 million living in central cities.

Still Going West

One hundred years after Horace Greeley said, "Go West, young man, Go West," we are still moving westward and slightly to the south. The West and the South had the two largest population gains according to the census.

The West was up 24.1 percent over the previous ten years, the South up 14.2 percent. The Northeast and North Central parts of the United States were up 9.8 percent and 9.6 percent respectively.

California Moves to Number One In Population

The census made it official, California with about 20 million people passed New York to become our most populous state. New York is second, followed by Pennsylvania, Texas and Illinois to round out the top five.

Changes in House of Representatives

Population changes have one very serious result—the number of representatives a state is entitled to in the House of Representatives. Each state gets at least one no matter how small its population total is, but remaining seats are allocated according to each state's proportion of the population. The number of seats in the House of Representatives is fixed by law at 435; therefore after each census it is necessary to determine if population changes the number of seats for a state.

As a result of the last census California gained five seats, Florida gained three, Texas, Colorado and Arizona gained one each.

On the other hand, Pennsylvania and New York each lost two seats, Alabama, Iowa, North Dakota, Ohio, Tennessee, West Virginia and Wisconsin each lost one seat.

Population totals also provide the basis for apportionment of seats in State Legislatures and other local representative assemblies. Much redrawing of these legislative and assembly districts was done as a result of the census.

The Super Cities

Our nation now has six cities with populations of 1 million people or more. They are New York, Chicago, Los Angeles, Philadelphia, Detroit and Houston. The Texas city joined the group with a reported 1.2 million people.

The 10 largest U. S. cities with their 1970 and 1960 populations follow:

	Population	
	1970	1960
New York	7,894,862	7,781,984
Chicago	3,366,957	3,550,404
Los Angeles	2,816,061	2,479,015
Philadelphia	1,948,609	2,002,512
Detroit	1,511,482	1,670,144
Houston	1,232,802	938,219
Baltimore	905,759	939,024
Dallas	844,401	679,684
Washington, D. C.	756,510	763,956
Cleveland	750,903	876,050

Racially, 177.7 million of us are white, 22.5 million are black, 792,000 are American Indian, 591,000 Japanese, 435,000 Chinese, 343,000 Filipino and a miscellaneous category of many racial minorities totaling 750,000.

Men and Women, Young and Old

There are more women and girls in the United States than there are men and boys, mostly because women tend to live longer than men. The last census reported that there were 104.3 million women and girls, compared with 98.9 million men and boys.

Boys and girls, including young men and women of college age, totaled 66.6 million or just about a third of all the people in the U. S.

Another 10 percent of all the American people are the elderly—those 65 and over.

The rest of the men and women, those between 26 and 64, make up 56.7 percent of the population.

Americans Know About Moving Day

One particularly interesting fact revealed by the census is that 20 percent of all residents in the United States change addresses each year. Moving around is the most important factor in

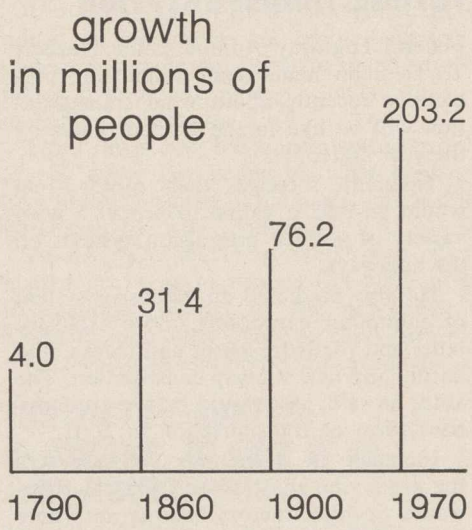
Regions	1970	1960	% CHANGE EACH =5%
Northeast	49,050,525	44,677,819	9.8
North Central	56,577,067	51,619,139	9.6
South	62,798,347	54,973,113	14.2
West	34,809,359	28,053,104	24.1

differing population growth rates among regions and states. The move from the farm to urban areas continues unabated. The farm population has dropped from 15 million to 10 million since the 1960 census.

Census is a Planning Tool

The every-ten-year census isn't just a big problem in simple arithmetic. It is an indispensable planning tool. Here are the kind of questions a census helps answer:

Should we limit the growth of cities? or of suburbs?



How much more water will we need?

How many more mouths will there be to feed?

How many minds will there be to educate?

How many houses and apartments should we build?—and where?

How many telephones and TV sets should we make?

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* According to the Census Clock at the Department of Commerce at press time.

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CONSUMER REPORT

RISING HEALTH CARE COSTS

Inflation of health care costs is a long-term national economic problem because of the unique structure of the industry, the Council on Wage and Price Stability said in releasing a report on "The Problem of Rising Health Care Costs."

To find out what is being done to hold down health care costs in different parts of the country, the Council will hold hearings, probably this month, in three different geographic regions.

Pointing out there are big variations in health costs nationwide, Wage and Price Council Director Michael H. Moskow, who since has been named Under Secretary of Labor by President Ford, said the Council has met three times on health care costs and is "very concerned about the problem and plans to devote major resources to it."

He said health care costs "will increasingly contribute to the overall rate of inflation in the economy," pointing out that "this has been the case through the first three months of 1976."

From January through March overall medical care services rose at a 14.0 percent annual rate, physician fees at 14.2 percent rate, and hospital service charges at a "startling" 20.1 percent rate, according to the report.

By contrast, other service prices rose at an 8.9 percent annual rate and the overall Consumer Price Index, less medical care, at a 2.4 percent rate.

The report found that Americans, on the average, now are spending about 10 percent of their income for health care.

Americans increased their per capita expenditures for health care by 13 percent in the 12 months ending June 1975, boosting the level to $547 per capita or $2188 per family.

Moskow said that "we plan to expand our efforts in the health care field beyond this initial effort and devote more analytical attention to hospital costs, physician fees, drug prices and the overall role of government in the health field."

The Council "will be working with participants in the health sector as well as with labor and management . . . and other government agencies to identify what might be done to reduce health care costs," he said.

Four "institutional peculiarities" of health care analyzed in the report were:

". . . how overall demand is increased by a third-party payments structure that obscures the impact of health care spending upon the household budget;

". . . how the nature and extent of the services provided are usually determined by the physician in a transaction in which the patient is often a passive participant, thereby abrogating the power of the consumer to determine the level of demand for the service;

". . . how the economic rewards for managerial efficiency and cost-reducing technological innovations that are present in other sectors of our economy seem to be lacking in the health sector; and

". . . how increasing levels of government support have altered the economics of this sector."

FUTURE TRANSPORTATION

Federal Highway Administrator Norbert T. Tiemann made some interesting predictions recently about what transportation will be like in the United States by the year 2001.

Tiemann forecast that motor fuel would cost $2 a gallon to propel a wide variety of surface propulsion systems on the highways.

He also predicted an extensive system of commuter carpooling, more exclusive lanes and roads for buses and trucks, and hardly any new subway construction. The auto, he said, still would be the predominant form of transportation in 2001.

Included in Tiemann's forecast was the prediction that motor freight carriers would operate tractors hauling anywhere from three to a dozen trailers behind them with tandem axle loads of 40,000 pounds.

1976 GOVERNMENT CAMPING BOOKLET NOW AVAILABLE

The Department of Interior has announced the availability of the 1976 edition of "Camping In The National Park System." The booklet describes camping facilities in 99 areas in the National Park System. Included for the first time are campsites in Sunset Crater National Monument in Arizona, John Day Fossil Beds National Monument in Oregon, Sleeping Bear Dunes National Lakeshore in Michigan and Gila Cliff Dwellings National Monument in New Mexico.

In all, the booklet describes the services and facilities offered at more than 400 campgrounds across the nation.

"Camping In The National Park System" may be ordered from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 under stock number 024-005-00627-3. Payment of 85 cents by check or money order payable to the Superintendent of Documents should accompany each order.

SAFE HANDLING REQUIRED FOR AEROSOLS

Aerosols provide convenience products from shaving cream to paint but we should remember to handle them with care. Five thousand people a year receive hospital emergency room treatment for injuries associated with aerosols. Here are nine do's and don'ts for proper handling of aerosol products:

1. Read instructions and warning statements on the can before using.
2. Have plenty of ventilation when you spray indoors because of the toxicity of the contents and propellants.
3. Don't use sprays near heating appliances, gas stoves or other flame or heat sources.
4. If spraying insecticides or paint, stop at the first sign of dizziness, blurred vision or skin irritation. Seek fresh air immediately. Call your doctor if symptoms persist or are severe.
5. Do not use aerosol sprays near food. The spray can contaminate it.
6. Keep aerosol containers in a cool location. Some can explode at 120° F. or higher.
7. Do not leave aerosols in your car in warm weather.
8. Dispose of aerosols with other nonburnable trash. Never throw aerosol containers on an open fire; never incinerate or throw in a trash compactor. They will explode.
9. Teach children about the potential hazard associated with aerosols. These are listed on the label of each aerosol can.

DID YOU HAVE THE INTERNAL REVENUE SERVICE HELP YOU WITH YOUR TAX RETURNS?

IRS computers rejecting taxpayers returns prepared with the help of IRS employees caused a lot of red IRS faces. They now say they weren't so bad. Their error rate on phone advice is 13 percent, and "only" 11 percent on 1040 Forms prepared by IRS workers. The error rate on 1040A foms is said to be about six percent.

HEARING AID PURCHASE MAY REQUIRE EXAM BY DOCTOR

The Food and Drug Administration has proposed that consumers be required to take a hearing examination before buying a hearing aid. The FDA noted that many people now get hearing aids without consulting a doctor.

Under proposed FDA rules consumers over 18 could waive the rules only if no "danger signals" are present; ear deformity, dizziness, fluid drainage, rapid onset of hearing loss or a foreign body in the ear.

The FDA said that there are 14.5 million Americans with hearing problems and more than 10 million have never been treated by a doctor.

The proposed new rules state the required examination must take place at least six months before the fitting of the hearing aid. The new rules may become effective as early as October of this year.

BEWARE THE MAN SAYING HE ISN'T SELLING ENCYCLOPEDIAS-HE PROBABLY IS!

The Federal Trade Commission moved recently against one of the world's best known encyclopedia publishers because their salesmen get their foot in the door by saying they are merely conducting an advertising survey. The FTC says cease and desist. More than that, the FTC wants encyclopedia salesmen to show 3 x 5 calling cards disclosing the company's name and the selling purpose of the call.

OWN A RECREATIONAL TRAVEL-TRAILER?

Highway Safety Commission says to check trailer weights and watch tire pressure. In a special advisory bulletin the National Highway Traffic Safety Administration urges owners of travel-trailers to make special inspections of trailer weights and trailer load distribution. Failures can occur, says the NHTSA, because of overloading, or improper distribution of weight which can mean poor road performance of both trailing and towing vehicles.

The government agency says that many owner manuals, particularly those pertaining to trailers several years old, do not provide adequate instructions to owners with respect to load distribution and the need for regular weight checks.

NHTSA surveys indicate that 59 percent of the trailers surveyed carried tire pressures *below* the recommended maximum.

Write the manufacturer of your trailer to obtain whatever information you feel you need. If you have any difficulty write the NHTSA at 400 7th St., S. W., Washington, D. C.

NEW FTC RULE HELPS BUYERS OF GOODS THAT ARE FAULTY

In what might become a landmark ruling, the Federal Trade Commission has issued a rule to protect consumers from having to continue to pay for defective merchandise.

Under the new rule a merchant cannot avoid keeping his end of the bargain under an installment contract merely by selling it to a third party—usually banks or finance companies.

Until this ruling the consumer has had to pay every last penny on what might be a useless product to the party who had purchased the sales contract.

About $122 billion of credit was extended last year to finance the types of transactions covered by the new rule. These include such items as cars, furniture, appliances and home improvements.

THE METRIC SYSTEM IS COMING, IN FACT IT IS JUST ABOUT HERE

The United States is the only major nation in the world that has not yet converted to the metric system. We have tenaciously hung on to our pounds and quarts and inches and yards when even Great Britain from whom we got that system has "gone metric."

Actually the metric system has been quietly easing its way into our lives almost without notice. The shutters of our 8, 16 and 35 millimeter cameras have been clicking away for many years all across America (millimeter equals one 1,000th of a meter. A meter is the metric equivalent of a yard).

Auto mechanics have long had metric tools in their kits to work on foreign cars. Now the Detroit automakers are going metric, too.

Pharmaceutical companies went metric in America over 15 years ago. Ohio was the pacesetter in using both kilometers and miles on its roadsigns. A number of other states have followed suit.

Schools in every state are moving toward more and better metric education.

Thinking meters, kilograms and liters instead of yards, pounds and quarts is not a difficult adjustment because the metric units are nearly the same as the ones they replace. You can buy two meters of fabric instead of two yards, half a kilogram of butter instead of a pound and a liter of milk instead of a quart.

Even the temperatures aren't that hard to figure out. A lot of us may have been asking what those weathermen mean with their "25 degrees Celsius." Celsius which used to be known as Centigrade has the freezing point of water, 32 degrees Fahrenheit, as its zero. It has the boiling point of water, 212 degrees F., as its 100. While we are all getting used to it, whenever the man says such-and-such Celsius, just add 32.

You will be happy to know that with the metric system money and time won't change. We will still have nickels, dimes and dollars and 60 seconds will still equal a minute.

The same with land. Not very many of us are involved with international land dealing so the metric "hectare" will not displace the acre.

If you want more than this article has told you about the metric system, invest $1.10 in a publication put out by the National Bureau of Standards called, "What about Metric?" Send your check or money order to the Superintendent of Documents, U. S. Government Printing Office, Washington, D.C. 20402.

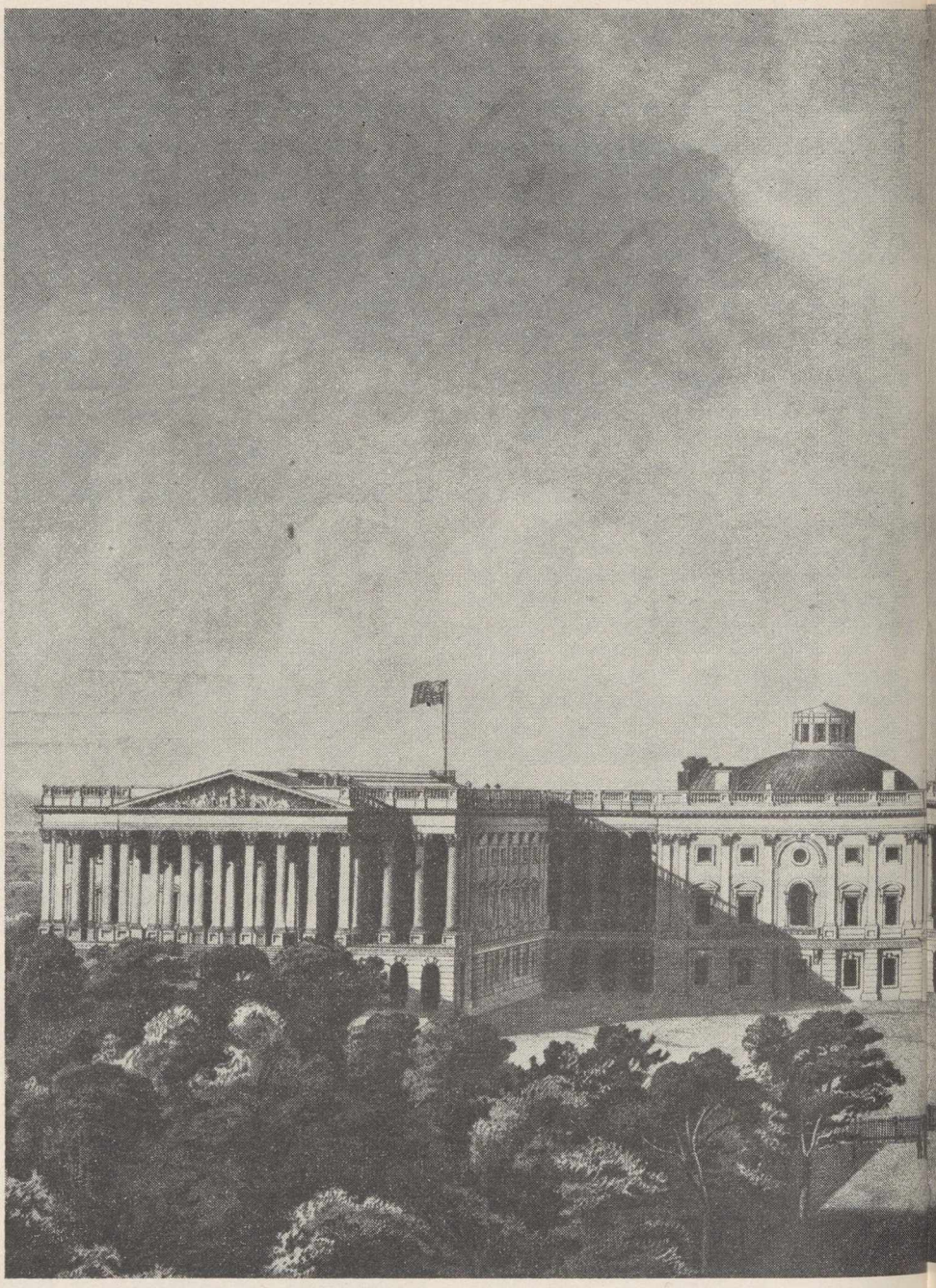
"TOPO" MAPS ARE POPULAR WITH OUTDOOR ENTHUSIASTS

Want to get away from it all? The U.S. Geological Survey, the national topographic mapmaking agency, has 40,000 different maps which can be your "silent guide" to the outdoors. The maps show the shape and elevations. of the landscape; they identify roads, trails and streams; and detail a wide range of other natural and manmade features.

Requests for indexes or maps for areas east of the Mississippi River, including Minnesota, should be sent to U. S. Geological Survey, Branch of Distribution, 1200 South Eads St., Arlington, Va. 22202. Requests for areas west of the Mississippi, including Louisiana, should be sent to P. O. Box 25286, Federal Center, Denver, Colo. 80225.

UPDATE ON BICENTENNIAL WASHINGTON . . .

IN THE SHADOW OF THE DOME



". . . A PEDESTAL AWAITING A MONUMENT."

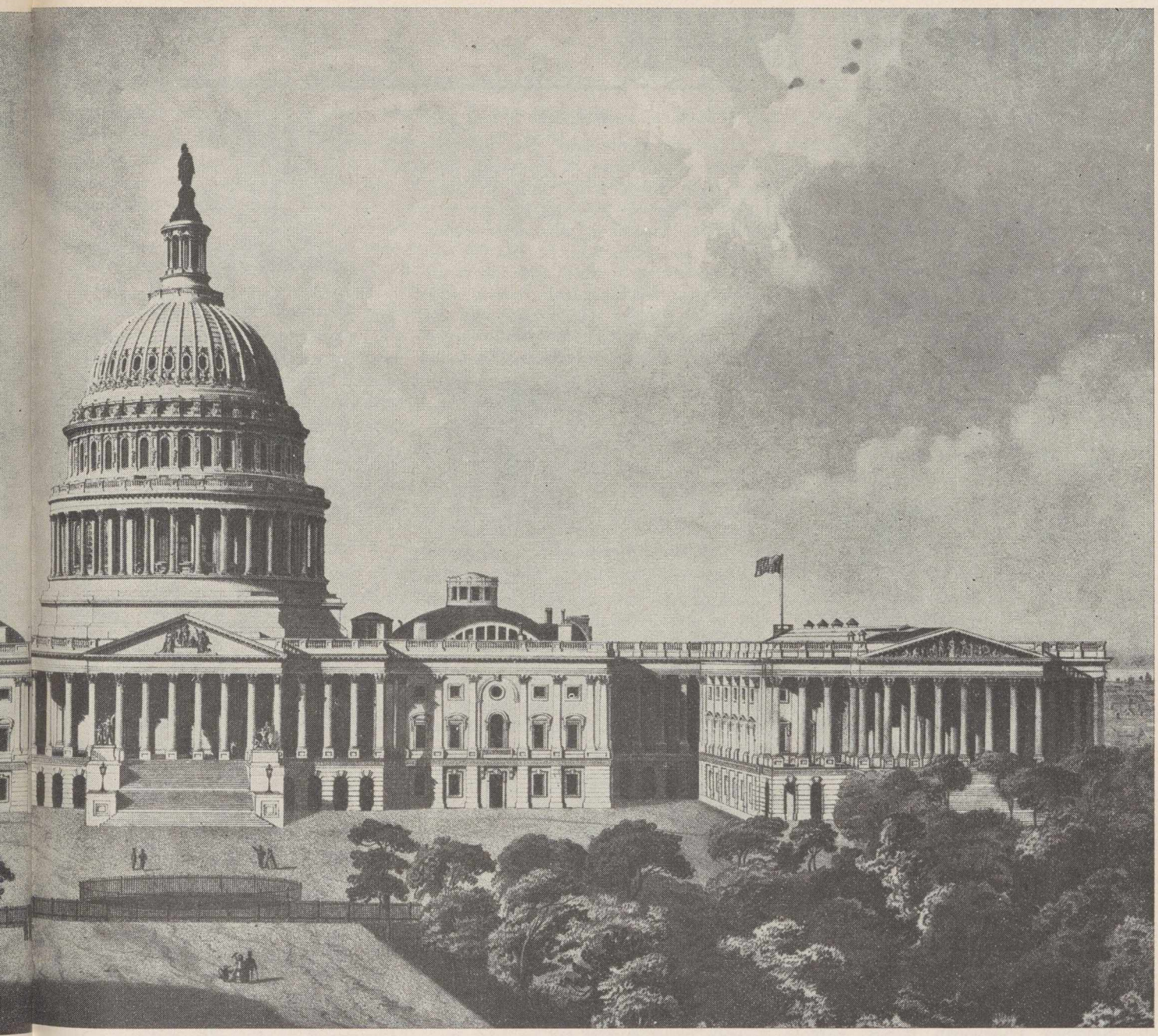
High on a hill overlooking the Potomac River sits the United States Capitol, majestically dominating its surroundings. Its grandeur acquired slowly and painstakingly, the Capitol, and indeed Washington itself, reflects the careful, considered planning of the nation's founders.

Once past the rigors of the Revolutionary War, the new government set out to create its capital. A political compromise in Congress located the city along the Potomac and left to George Washington the final boundary determinations. To plan the city, Washington and Thomas Jefferson named Pierre L'Enfant, engineer, architect, and visionary. The challenge to change thinly settled farmland into a city fit to be the seat of a new national government thrilled L'Enfant. Familiar with Europe's capitals, he set out to design one which would rival them in beauty, yet be unique.

Within the city's boundaries stood Jenkins Hill. Site of Indian camps when Europeans first came up the Potomac, tobacco farms covered it as L'Enfant began his work. To him, the hill was "a pedestal awaiting a monument," deserving nothing less than the Congress House or "house of the people." He faced the Capitol east, looking out over the hill's broad top. There he expected the major residential and commercial section of the city to rise. On the west side, L'Enfant planned a grand avenue to terminate by the Potomac with a monument to George Washington.

For the Capitol building itself. Washington and Jefferson chose a plan submitted by Dr. William Thornton, physician and amateur architect. Washington laid the cornerstone in 1793 in a city so uninhabited that most of the laborers had to be imported; blacks from nearby Maryland and Virginia plantations and artisans with old-world skills from Europe. By 1800, when President John Adams ordered the government to move to Washington, only the Senate wing of the Capitol was ready. It had to accommodate both houses of Congress, their library, and the Supreme Court. On Capitol Hill, eight boarding houses, a shoemaker, a washerwoman, one grocery store, and one oyster house served the Congressional community.

Early sessions of Congress were short —between fall harvest and spring planting. The Supreme Court sat six weeks to two months a year and Washington was known by foreign diplomats as a hardship post. The permanent population increased so slowly that in 1814, the invading British army had ample room



for its 500 troops to camp in fields where the Supreme Court and Library of Congress now stand. Many Americans were so shaken by the ease with which the British occupied the capital and burned its public buildings that they urged the government to move to a more populated section of the country. Local citizens responded by funding a temporary brick capitol to be used while the burned-out shell was repaired.

As the nation grew, so did the government. By the 1850s, Congress, its library, and the Supreme Court were bursting the seams of the restored Capitol. Plans for expansion added new wings and a bigger dome. Unfinished at the beginning of the Civil War, work on the dome continued on Lincoln's orders that it be a symbol of the government's faith in the continuation of the nation. Freedom, the bronze statue, swung on to her lofty perch atop the dome in 1863.

Following the Civil War, Capitol Hill boomed. Rows of houses sprang up as the community spread east and north. Victorian buildings stood next to those left from earlier years. Paved streets, uniform utility systems, horse-drawn public transportation gave the city an urban feeling. With the turn of the century, much of the old gave way to the new. The Library of Congress outgrew the Capitol and received its own home. Office buildings for Congressmen rose where boarding houses, hotels, and taverns once stood. Apartment living became popular and a handsome new railroad station flanked the Capitol on the north. Finally, in 1935, the Supreme Court occupied its own building.

Today, the neighborhood around the Capitol is a historic district, filled with people from all parts of the globe. Members of Congress, as well as other government officials, often select the area to be their home away from home. A walk around the Capitol and its neighboring buildings and monuments shows just how great a vision L'Enfant and the founders of the nation had. Here indeed is a city fit to be the capital of the United States.

A CAPITAL WALK

1 **U.S. Botanic Gardens** 1933

Open from 9-4 daily except Thanksgiving, Christmas, and New Year's, the conservatory houses an outstanding orchid collection as well as a cactus room and a subtropical forest area.

2 **Health, Education, and Welfare** 1976

The first floor has a special Bicentennial exhibit with multi-media people-participation displays about the agency's programs. Open 9-5, Monday through Friday, the agency plans additional summer hours.



3 **Bartholdi Fountain** 1876

Fréderíc Bartholdi, French sculptor of the Statue of Liberty, created this bronze fountain for the Philadelphia Centennial Exhibition of 1876. Moved to Washington at the close of the exhibition, the fountain amazed the public with one of the city's earliest displays of electric lights.

4 **House of Representatives Office Buildings**

Each building is named for a former Speaker of the House of Representatives.

a. Sam Rayburn (Texas, 1882-1961) Building 1964
b. Nicholas Longworth (Ohio, 1869-1931) Building 1933
c. Joseph Cannon (Illinois, 1836-1929) Building 1908

5 **James Madison Memorial Library of Congress**

Scheduled to open 1980.

6 **137-139 C Street, S. E.** 1873

Referred to locally as the bookend houses, this matched pair retains the traditional trim of the period with handsome first floor bays and mansard roofs intact. As is true with most of the houses on the block, many Congressional families have lived in these while in Washington.

7 **224 Second Street, S.E.*** ca. 1820

George Watterston, first officially designated Librarian of Congress, lived here from about 1815 until his death in 1854. One of the Capital's early men of letters, he was a newspaper editor, novelist, and poet. Both he and his wife were moderately wealthy and they maintained their distinguished Federal style home accordingly. Of interest are the bull's eye trim above the windows and the swagged band immediately below the roof line.



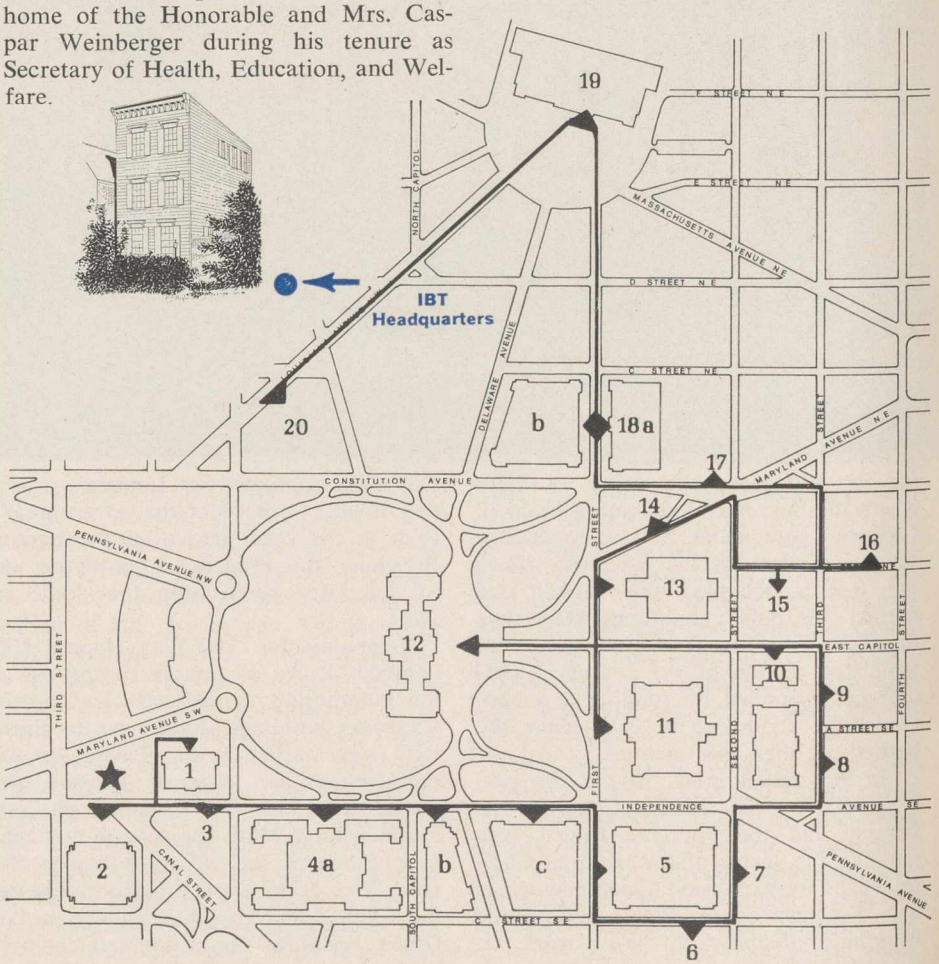
8 **114 Third Street, S.E.** ca. 1850

This pre-Civil War home reflects the transition between the classical design of the Federal era and the more ornate Victorian style. Long a popular residence on Capitol Hill, it was the home of the Honorable and Mrs. Caspar Weinberger during his tenure as Secretary of Health, Education, and Welfare.



9 **20 and 22 Third Street, S.E.** 1828

Outstanding examples of this architectural style, these buildings allegedly served as boarding houses for early Congressmen. The average Congressman slept four to a room while the more important committee chairmen rated rooms for two. As a rule, legislators with similar interests lodged together, using the evening hours to plan political strategy.



10 **Folger Shakespeare Library*** 1932

A gift to the American people from Henry Clay Folger and his wife, Emily Jordan Folger, the library has one of the world's finest collections of rare books and manuscripts from the Shakespeare period. Its galleries and theatre are open to the public free of charge, 10-4:30, Monday through Saturday, and also on Sunday from April 15 to Labor Day.



11 **Library of Congress** 1897

Of the Italian Renaissance style, the library represents a time of American expansion. Motifs of literary, technological, and scientific achievements decorate the building. Open seven days a week, there are free tours every hour from 9 until 4, Monday through Friday.



12 **The Capitol of the United States of America**

Open to the public for free guided tours from 9-3:45 daily, the Capitol closes to the public at 10 p.m. until Labor Day, after which it will close at 4:30 p.m. It is closed Thanksgiving, Christmas, and New Year's. Its imposing style is based on classical Greek and Roman architecture.

13 **The Supreme Court** 1935

The building is open to the public from 9-4:30, Monday through Friday except holidays. Free guided tours are available from 9:30-4. Neo-classical in style, the Supreme Court houses the court room, offices for each of the justices, and the court's library.

14 **122 Maryland Avenue, N.E.*** ca. 1820

Restored to its present elegance in the 1950s by Senator and Mrs. Hiram Johnson of California, this building was featured in the movie "A Man Called Peter."

15 **Terrace Court, N.E.** ca. 1875

Enter the court on the south side of A Street, N.E. between Second and Third Streets, N.E. Typical of the small houses built to provide inexpensive homes for people who needed to live close to their work, the court is a reminder of a time when urban mass transit was unknown. Most courts have been demolished, but those that remain are popular with single persons and couples.



16 **Museum of African Art** ca.1870

Originally the home of Frederick Douglass, black abolitionist and first U.S. Minister to Haiti, the buildings now house the Museum of African Art. First in the U.S. to devote its space exclusively to African art, the museum opened in 1964. There is no admission charge, but a donation is requested. Hours are 11-5 Monday through Friday and 12-5 on the weekend. Walk-in tours begin at 2 during the week.

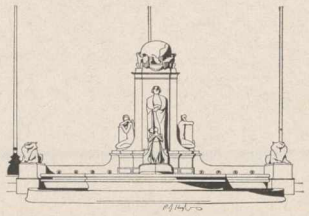
17 **144 Constitution Avenue, N.E.*** ca. 180

Parts of this building are said to date from 1800, but numerous alterations have been made. Home of at least two nineteenth-century senators, it is now the offices of the National Woman's Party.

18 **Senate Office Buildings**

Both buildings are named after former senators.

a. Everett McKinley Dirksen (Illinios, 1896-1969) Building 1958
b. Richard Brevard Russell (Georgia, 1897-1971) Building 1909

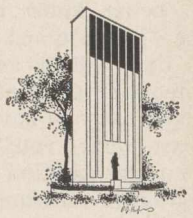


19 **Union Station** 1908

Once one of the busiest and most important train depots in the United States, Union Station is now a major station for Amtrak and contains, in addition, the National Visitors Center. It also has an operational stop on the newly inaugurated Washington Metro subway system. The Columbus Fountain in front of the station was completed in 1912.

20 **Taft Memorial and Bell Tower** 1959

The memorial honors Senator Robert A. Taft (1889-1953) of Ohio. In the tower are twenty-seven bells, the largest of which weighs seven tons.



★ **Congressional Visitors Reception Area**

Open from 9 a.m. to 6 p.m. daily, the Area is a complete visitors service center operated by the Joint Committee on Arrangements for the Commemoration of the Bicentennial. The Visitors Area offers hot and cold food, covered picnic tables, an information center, bleachers and entertainment, a first aid station, restrooms, and a sales booth for historical publications and souvenirs.

***Denotes historic landmark designation**

YOUR VOICE IS HEARD

Despite our critics (see page 3, this issue), the International Brotherhood of Teamsters may well be the most democratically run organization in the world. Teamster members cast their votes, whether for local contracts or master freight agreements. These ballots are cast and counted under rules and with safeguards more protecting than those which apply in many local, state and national political elections.

Through our duly-elected delegates Teamster members elect the officers who bear the responsibility of carrying out the members' will.

Your Teamster officials make every possible effort to carry out the majority wishes of the membership. To help them to better know the majority's wishes, the "International Teamster" from time to time will be asking your opinion on important issues of the day. This is your opportunity to have your voice heard, to "cast your vote" toward an official Teamster position on proposed national legislative measures before they become law or on vital issues under consideration by the Congress. In this issue of the "International Teamster" you are invited to give your opinion on three such issues.

After you have read each issue, check the appropriate box on the bottom half of the next page. When you have indicated your choice on all three issues, tear off the half page and send it in for tabulation and Your Voice is Heard!

1. Deregulation of Transportation Industry

ARE YOU

FOR or AGAINST a proposal to remove economic regulations of the Motor Carrier Industry?

(This is the intent of the Administration-sponsored HR 10909 introduced by Robert Jones (Alabama) and S2929 introduced by Vance Hartke (Indiana) and James Pearson (Kansas).

SUPPORTERS of this proposal claim that economic regulations of the many government agencies (Interstate Commerce Commission, Civil Aeronautics Board and others) keep rates too high and reduce competition in transportation. Supporters claim that allowing anyone who wishes to engage in transportation will increase competition and lower prices.

OPPONENTS of this proposal believe deregulation will create competition for a short time but eventually larger companies will drive today's smaller concerns out of business. Both supporters and opponents agree that job losses will result from deregulation of the transport industry.

2. National Health Insurance

ARE YOU

FOR or AGAINST legislation to establish federal standards and benefits for health care?

(Various bills are under consideration in the Congress)

SUPPORTERS of these bills believe the cost increases in health care have resulted in part from the lack of comprehensive standards. In addition, it is their view the benefits of medical technology should be made available to more people than is presently the case.

OPPONENTS of these bills believe additional government participation in the health care field will impose too many restrictions on health care providers—doctors, hospitals and others—and that this will lead to a lowering of the quality of current standards.

3. Oil Pricing and Supply Regulations

ARE YOU

FOR or AGAINST removing price and supply regulations from petroleum products.

(The Federal Energy Administration proposes to remove price and supply regulations from all petroleum products including gasoline, diesel fuel and home heating oil.)

SUPPORTERS of this action believe the free market will determine the reasonableness of both supply and price of petroleum products and that current regulations impose artificial prices on consumers.

OPPONENTS of decontrol, as it is sometimes called, point to early 1973 when price and supply controls were removed from petroleum products. Skyrocketing prices—30 percent and more—resulted as did severe shortages of diesel fuel and home heating oil. Because of this, full-scale control had to be reimposed in June of 1973.

Tear off at dotted line and SEND TO:

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 Louisiana Ave., N. W.
Washington, D. C. 20001
Att: Legislative Department

INTERNATIONAL TEAMSTER

YOUR VOICE IS HEARD

1. **Deregulation of Transportation Industry**

For ☐ Against ☐ No Opinion ☐

Comment, if any:

2. **National Health Insurance**

For ☐ Against ☐ No Opinion ☐

Comment, if any:

3. **Oil Pricing and Supply Regulations**

For ☐ Against ☐ No Opinion ☐

Comment, if any:

You do not need to sign your name but you can help us identify your opinion with your Congressional District if you will indicate Your Zip Code _____

PHONEY 'RIGHT TO WORK' TARGET OF ARKANSAS TRADE UNIONISTS

AN angry 100,000 wage earners have banded together as "United Labor of Arkansas" (ULA) to throw out the right-to-work law that has shackled Arkansas workers since 1944.

The International Brotherhood of Teamsters is putting its shoulder to the task along with the Arkansas State AFL-CIO, the United Mine Workers, the United Auto Workers and enlightened citizen groups.

In every part of Arkansas, union members have been circulating petitions to place the right-to-work issue on the November 2nd ballot.

ULA fully expected to have far more than the required 55,000 valid signatures of registered voters by the July 1st deadline.

All unions in Arkansas, when forming ULA, pledged their resources in the campaign to free themselves from the "right to work for less" law. Charles Murphy, DRIVE director for the Arkansas-Oklahoma Conference, coordinates the Teamster work.

"Land of Opportunity," the Arkansas state motto, has not held much truth for wage earners in that state since the right-to-work law was enacted during World War II. At the time, most of the skilled labor was serving in the armed forces, applying newly-learned military work techniques.

When the veterans returned, they learned there was a new "compulsory open shop" law dominating the Arkansas state labor policy. Within a decade they also were to learn that the repressive statute benefited big business more than it helped workers.

By 1948, the per capita income in Arkansas was $555 below the average for the United States. Meanwhile, Arkansas was on its way to becoming more of a manufacturing state at the expense of its agriculture.

In the next 25 years, the per capita income for Arkansas workers continued to lag further behind the national average until they found themselves $1,238 below par by 1973.

The dizzying attack on the worker paycheck came even as labor in Arkansas was, by the sweat of its brow, pushing the state to the brink of prosperity.

So it was that while Arkansas was the first state to enact a right-to-work law under Section 14(b) of the Taft-Hartley Act, by 1976 the government and civic leaders of Arkansas were beginning to wonder whether the statute was beneficial.

By this year, it was found that among the 50 states:

—Arkansas ranked 48th in per capita income.

—Arkansas ranked 49th in average hourly wages.

—Arkansas ranked 49th in the percentage of families with incomes of more than $3,000 a year.

There were some other black eyes—side effects of the right-to-work "record"—that irked Arkansas leaders, though profit-minded business barons were unimpressed:

—Arkansas ranked 41st in per pupil education expenditures.

—Arkansas ranked 44th in the availability of higher learning.

—Arkansas ranked 44th in recreational expenditures per person.

The reason was obvious. Substandard incomes for wage earners guaranteed a low flow of tax income to the state and thus Arkansas was unable to provide properly for its citizens.

Simultaneously, Arkansas found itself ranked among the top ten states in terms of unemployment compensation expenditures per worker, welfare benefits, and related categories in which federal funding is needed to take up the slack. It meant that other states, too, were paying for the financial sins of right-to-work.

Predictably, the Arkansas State Chamber of Commerce and other employer groups have been fighting the ULA push to repeal right-to-work.

Those who do the hiring and distribute the profits know that the death of right-to-work in Arkansas will mean an impetus to union organizing. That means unionized workers will seek and win higher wages, better hours and safer conditions on the job.

They also know that the death of right-to-work would end worker exploitation and give wage earners the opportunity to enjoy the protections available under the National Labor Relations Act.

Big business and large property owners further understand that without right-to-work in Arkansas they will not be able to induce out-of-state industry to come in and build plants to be operated by pools of unskilled labor at low wages.

At the moment, the wages of workers in Arkansas average $1.18 an hour below the national average—compared with 57 cents below the national average when right-to-work was enacted in 1944.

The ULA has urged Arkansas citizens to register to vote while at the same time asking them to sign the petitions to put the repeal amendment on the November ballot so that voters can kill right-to-work.

An interesting sidelight of the Arkansas struggle on the right-to-work issue is that presidential candidates have been put on the spot.

Two Democrats have come out in favor of discarding Section 14(b) from the Taft-Hartley Act. Both Jimmy Carter, former Georgia governor, and George Wallace, Alabama governor, have said they would sign a bill repealing 14(b). Ronald Reagan, ex-governor of California, has declared he still favors the right-to-work statutes.

Dear Fellow Teamster:

Our state of Arkansas is about to turn the corner. Economic prosperity, at least in terms of additional dollars, is beginning to flow our way.

To ensure a fair share of this prosperity for working people, 1976 presents us with an opportunity. This opportunity is the modification of the so-called Right To Work Law.

Before discussing the proposed modification of the present law, I would ask that we take a step backward and consider two very important factors: (1) the reason for the present law and (2) how this law was first enacted.

1. REASON FOR PRESENT LAW

The first is this: Consider who wants what from the Right To Work measure. It will, we believe, help clarify much of the sound on this issue. Employers have but one objective—the lowest possible wage. The Right To Work Law has done its job. Our citizens' wages, on the average, are one dollar and eighteen cents less than the national average. Thus, any arguments you may hear in favor of keeping the present law—no matter how they are dressed up—have but one conclusion: Keep Wages Low and Profits High.

2. HISTORY OF ORIGINAL LAW

The present law was enacted in 1944, a time when most wage earners were answering work laws in places like Omaha Beach and Iwo Jima. Others were busy at the State legislature tuning up the employers' engines, with measures like right to work.

REASONS FOR MODIFICATION OF OUR ARKANSAS LAW

The proposed amendment to this law will benefit workers and employers alike because: 1. Democracy in all aspects of collective bargaining in a democratic society, a majority determines the course for the whole. The Federal Labor laws, established in a democratic manner, require democracy in all features of collective bargaining—with one important exception.

The exception is this: An individual—not a majority—determines who will belong to a trade union. The proposed modification to the law will bring majority rule to all aspects of collective bargaining.

2. FAIR TREATMENT FOR EMPLOYERS

Union membership will be a proposition that an employer can deal within the collective bargaining process. This is, union membership for workers will be negotiated together with other matters regarding wages, hours, and working conditions.

3. FREEDOM FROM MEETING REQUIREMENTS

Under the proposed amendment a worker would be free from having to attend union meetings. Attendance at these meetings, is in the best interests of trade unionism; but if an individual wishes to be absent from such activities, he would be free to do so.

WHAT YOU CAN DO

This proposed amendment is in the best interests of all working people, especially Teamsters. It will make our union stronger, and our wages higher and our future—and our children's future—brighter.

To help, please do the following:

1. Register to vote.
2. Sign the petition to put the proposed amendment on the ballot. If you haven't signed, see your shop steward or call us at the local union.
3. Have your family and friends register to vote and sign the petition.
4. Vote, it is still the ticket to freedom for American working people.

Thank you for your consideration.

/s/ Al Pickering
President
Local 878

INITIATIVE PETITION

TO THE HONORABLE GEORGE JERNIGAN, SECRETARY OF STATE OF THE STATE OF ARKANSAS

We, the undersigned legal voters of the State of Arkansas, respectfully propose the following Amendment to the Constitution of the State, to wit:

(Popular Name)

AMENDMENT TO THE "RIGHTS OF LABOR" AMENDMENT

(Ballot Title)

AN AMENDMENT TO AMENDMENT NO. 34, "RIGHTS OF LABOR." TO THE CONSTITUTION OF ARKANSAS; TO CONTINUE THOSE PROVISIONS OF AMENDMENT NO. 34 WHICH PROHIBIT DENIAL OF EMPLOYMENT BECAUSE OF MEMBERSHIP IN, AFFILIATION WITH, RESIGNATION FROM, OR REFUSAL TO JOIN A LABOR UNION, PROHIBIT ANY CONTRACT WHICH DENIES EMPLOYMENT BECAUSE OF MEMBERSHIP IN, REFUSAL TO JOIN, OR RESIGNATION FROM A LABOR UNION.

Amendment No. 34 to the Constitution of Arkansas is amended to read as follows:

Section 1. No person shall be denied employment because of membership in or affiliation with or resignation from a labor union, or because of refusal to join or affiliate with a labor union; nor shall any corporation or individual or association of any kind enter into any contract or agreement with

GET THE FREE RIDER OFF YOUR BACK – HERE'S HOW



Sect. 9 (a) of the Taft-Hartley Act requires your union to bargain for everybody in the work unit. The FREE RIDER gets all the benefits and you—as a responsible and paying member—get the bill. Here's how to change that:

GET THE ARGUMENT. You know most of them already. Tell your kids why all who get the benefit of union-won wages, fringes and working conditions ought to pay his fair share of union dues. Tell them why some employers want to keep Arkansas a low-wage state. When you can convince the sceptical younger generation, you can convince just about everybody.

GET THOSE PETITIONS. That's where the action is now. The more signatures we get in the spring, the easier it will be to win in the fall.

GET IN CONTACT. Local merchants have just as much a stake in this as you do, but somebody has to explain to them that good wages make good customers; somebody has to offset the Nixon-Mason line with the facts.

GET GOING. The best time to move is now. Before the issue heats up. Before the labor-haters are filling the air-waves with misinformation. Before they have collected a million dollar war chest.

WHAT'S HAPPENING IN YOUR AREA? IN YOUR UNION? Send news items and information to *Spirit of '76*, 1115 Bishop Street, Little Rock, Ark. 72202.

UAW CAP COUNCIL CHEERS DRIVE

The UAW CAP Council officers met and gave enthusiastic support to United Labor petition drive. CAP chairwoman Juanita Powell says, "We'll be talking to members in our meetings, in their communities, everywhere our people are, explaining the drive, organizing to get signatures on petitions. UAW will be heard from, you can be sure!"

TEAMSTERS ANNOUNCE STATE COORDINATOR

"The Teamsters' state-wide coordinator for the campaign is Charles H. Murphy, D.R.I.V.E. Director, Arkansas-Oklahoma Conference, Local 878, announced A. H. Pickering, President, Local 878, and Ott L. Rogers, Sec.-Treas., Local 373. He will be traveling the state but when "at home" can be reached at:

CHARLES H. MURPHY
P.O. Box 9388
6000 Patterson Ave.
Little Rock, Ark. 72209
Tel. 562-2047

Teamsters say, "We are 100% behind this drive."

4 COORDINATORS FOR PETITION DRIVE NAMED BY AFL-CIO

For each Congressional District AFL-CIO has a coordinator and a quota for the petition drive. Naturally each coordinator wants to be the first to have his district "go over the top."

You can help. You can get petitions from your local union, state ULA headquarters or from the coordinator assigned to your district. He is:

1st Congressional District
LEE OVERSTREET
2nd Congressional District
GENE HARRIS
3rd Congressional District
PAUL NASH
4th Congressional District
DON ROCK

All four can be reached by calling 375-9101, or by dropping a note to ULA headquarters. Calls will be referred daily. (NEXT MONTH: other unions!)

WINNERS



Neal Foster, a 35-year member of Local 371 in Rock Island, Illinois has 3 million miles of safe driving to his credit, all with a single-freight line, both as owner-operator and line-haul driver. He was named Illinois Driver of the Month last year and had also been named Iowa Driver of the Month before that. Foster, who is frequently called upon to speak on safety at industry conventions, hopes to drive 4 million miles without an accident before he retires.



MEMBER OF LOCAL 542 RECEIVES BACK WAGES OF $12,515!

Stan Aley, a member of Local 542 in San Diego, California, recently received a check in the amount of $12,515 for back wages from John K. Relph, secretary-treasurer of the local and Tom Rodgers, its business agent. Following lengthy litigation and arbitration, the union won its case and Aley was awarded his pay plus all unpaid fringe benefits. Aley is back on the job with full seniority at Big Bear Supermarket.

TEAMSTERS UNION CHOSEN BY WASHINGTON NATIONAL AIRPORT POLICE

The Federal Aviation Administration's police unit at Washington (D.C.) National Airport has elected Local 246 which now represents the Fairfax and Arlington (Virginia) police departments as its new bargaining agent according to Herman Simpson, president of the local.

The Teamsters received 58 out of 81 votes in balloting on May 12. The total eligible in all three units is 800.

Simpson thanks Fairfax officers Peter Bonavita and Edward Bohn and Arlington County Detective Ed Faulconer for their invaluable assistance.

Arlington County police voted in favor of the Teamsters last summer and the first contract with the county is currently under negotiation.

Since they began representing Fairfax County in 1973, the Teamsters have negotiated two contracts that have boosted pay and benefits by 28.4 percent.

LITTLE CITY HONORS NORMAN GREENE

Norman Greene, executive assistant to Roy Williams, the director of the Central Conference of Teamsters, was honored recently as "Board Member of the Year" by Little City for retarded children at a testimonial dinner in Chicago.

Greene has been a driving force in the Little City movement, since he became involved over 12 years ago. A loyal and dedicated member of the board, he has provided significant and tireless support to Little City's dynamic period of growth. For eleven consecutive years, Greene along with Don Peters, president of Local 743, has played Santa Claus for the Little City Christmas party.

Proceeds from the testimonial dinner will enable Little City to carry out its on-going expansion program which will permit more facilities for clinical psychology, psychiatry, speech pathology and audiology, and specialized training for the mentally handicapped and blind retarded youngsters.

MEMBER OF LOCAL 839 RECEIVES $1,681

An arbitration settlement check for $1,681 is in the hands of Ruby De Vries of Local 839 in Pasco, Washington. Ruby, an employee of Holsum Baking Company's thrift store in Kennewick, received her check from Secretary-Treasurer Bill Sarver of the Local.

BACKPAY RECEIVED BY MEMBER OF LOCAL 215

C. B. Bickers of Local 215 in Evansville, Indiana, received a backpay check recently in the amount of $4,010.34. The check, presented by Kenneth Skaggs, Local secretary-treasurer, represented backpay from the time that Bickers was fired from his job with Continental Drilling Company until he was reinstated. The matter was taken to the Federal Court by the union and the judge ruled that Bickers was to be paid for all time lost and that he should be reinstated in his job.

TEAMSTERS CONTINUE TO WIN BIG

Teamsters continue to win big in representation elections across the country. These are some of the latest winners:

Local 959, Anchorage, Alaska—Mechanics and helpers, City Electric, Inc., Anchorage (John Creed, business representative).

Local 406, Grand Rapids, Michigan—Driver sales and warehouse, Henderson Distributing Company, Incorporated, Grandville (Raymond Wilder, business agent).

Local 224, Los Angeles, California—Local tank drivers, Empiregas, Inc., of Garden Grove, Garden Grove (Joseph P. Roza, secretary-treasurer).

Local 495, Los Angeles, California—Machine operators, production and maintenance employees, shipping and receiving and truck drivers, Los Angeles, (Karl H. Ullman, secretary-treasurer).

Local 986, Los Angeles, California—Buffers & polishers, platers, Crown Cadco, Cadillac Furniture Division, City of Industry (John LeFlore, Western Conference organizer).

Local 481, San Diego, California—Production fabrication, Signet Optical Company, San Diego (Willard Kline, secretary-treasurer).

Local 860, San Francisco, California—Production and warehousemen, Kosman Lighting Equipment Company, Inc., San Francisco (Rome Aloise, organizer, Herb Suvaco business representative).

Local 179, Joliet, Illinois—Truck drivers and warehousemen, Joliet Furniture Mart, Incorporated & Collins Furniture Incorporated, Joliet (Emmett J. McCanna, recording secretary).

Local 270, New Orleans, Louisiana—Fork lift operators, Crescent Lift Service, New Orleans (Mitchell Ledet, secretary-treasurer).

Local 270, New Orleans, Louisiana—Warehouse personnel, W. R. Grace and Company, New Orleans (Mitchell Ledet, secretary-treasurer).

Local 404, Springfield, Massachusetts—Parts salesmen, over the counter and on the road, Keeley International Trucks, Incorporated, West Springfield (Donald J. Knowles, secretary-treasurer and business representative).

Local 120, St. Paul, Minnesota—Cashier, tracer, biller, Interstate Motor Freight Systems, St. Paul (Joe Orrie, business representative).

Local 819, New York, New York—Packers, shipping & receiving, drivers, A & O Surgical Company, Incorporated, Bronx (Richard Scalza, president).

Local 20, Toledo, Ohio—Service department, body shop and parts department, Hatfield Oldsmobile, Incorporated, Maumee (Richard L. Eddington, director of organizing).

Local 110, Johnstown, Pennsylvania—Mechanics, helpers, salesmen, H. E. Wagner Motor Sales, Incorporated, Johnstown (Jack Adams, president).

TO ALBANY COMMISSION



Jerry Corniola, left, Local 78 vice president and business agent, is sworn in as member of the Civil Service Commission of the City of Albany, California, by City Clerk Pat George. Attending are Councilmen Lewis Howell, second from left, who nominated Corniola to the seat and Bob Luoma, who led the Council in approving his appointment. Corniola is also sergeant-at-arms for the Joint Western Area grievance committee under the Master Freight Agreement, and vice president of Teamsters Railroad and Transportation Employees Credit Union.

"LABOR'S MAN OF THE YEAR" AWARDED

William F. Genoese, secretary-treasurer of Teamsters Local 732, was honored recently by the ROBAL chapter of the City of Hope as "Labor's Man of the Year." More than 1,000 people attended a dinner at the Americana Hotel in New York City where the award was presented and thousands of dollars raised for the City of Hope, a medical treatment and research center near Los Angeles.

MAY 6TH LUCKY DAY FOR LOCAL 519

Local 519, Knoxville, Tennessee, won two elections on May 6 at 3 p.m., both by a large majority.

Employees of Knox Porcelain Company, a division of Porcelain Products Company of Carey, Ohio, voted 81 to 30 for Teamster representation. There are approximately 125 people in the unit.

The mechanics at Hertz-Rent-A-Truck in Morristown voted 8 to 0 for Teamster representation. Ten employees make up this unit.

Local President G. R. Clapp, and business agents Tate and Barnes were instrumental in these two organizing drives.

LETTERS

Dear Brother Fitzsimmons:

After retiring from Thomas Express in December 1975, I am very grateful for what the Teamsters Union has done for me throughout the years.

I drove for Thomas Express with wonderful wages and benefits. I can live comfortably and without fear of no income now with my Teamsters Pension. I am a very happily retired Teamster.

Keep 'em Rolling.

Sincerely,
Leo Hodkinson
Local 49
Lowell, Mass.

Note to our readers: If you have something you want to say, send us a letter. We plan to have a "Letters" page in the *International Teamster* each month to give you a chance to express your views to fellow readers.

Continued from page 18

don't see behind your light switch.

and more . . .

Teamsters are new-furniture movers, industrial garbage collectors, missile engineers, harbor workers, draftsmen, beer and toy distributors, clothing carriers, baggage movers from airline to airline, health and welfare administrators for Teamster plants. Every major hotel parking lot is manned by Teamsters. You wouldn't have fuel in your car if a Teamster didn't deliver it to the gas station. Many public employees are Teamsters, car assemblers are Teamsters, hospital workers, 2000 summer people at Disneyland, horsetrack and rodeo people, ambulance drivers. Teamsters are professional and clerical employees, pharmacists, Yellow Cab drivers, automotive workers, bottlers, drivers for laundry and dry cleaning firms, building material manufacturers, appliance firms and Teamsters are general truck drivers, too. Teamster jobs span the spectrum of the work-life of America.

Teamsters on the Ground and in the Air

A fledgling local, spun off from 986, is Local 2707 which includes all classifications of people involved in flight operations from cleaner to captain, crews, crew members, attendants, mechanics, workers in aircraft plants . . . more than 9000 of them and still growing. The Los Angeles airport has the largest commuter line traffic in the U. S. Teamster members at the Golden West Terminal are part of history as they work in the building which was the original airport terminal for Lindbergh's famous flight.

Members of Local 396 have a special role in the economy. Each day they transport millions of dollars worth of negotiable securities to the Los Angeles airport. Armored car drivers, guards and couriers on the planes are all Teamsters. Members also service all Federal Reserve Board cash money in Southern California.

Teamsters are well regarded by other unions in the area and there is a spirit of cooperation among the unions. Government officials have good things to say about the Teamster movement and its members. Here, as in other areas, members look outside their own fraternity and actively participate in the larger community in which they live, helping those less fortunate and working toward a better life for all citizens. In California, our most populous state where 10 percent of us live, Teamsters are one of the positive factors in the state's growth and development. Here, as elsewhere, Teamsters care and are involved.

Continued from page 22

The Highway Drivers Council still in its infancy, imposed a per capita assessment in addition to lending manpower. (Frank) Brewster's Local 174 in Seattle came through with a sizable weekly contribution, as did Teamsters in Portland who had been helped in earlier struggles by unions in Joint Council 28.

The battle became a more even fight when the Teamsters instituted a secondary boycott throughout the area. All organized operators, and especially those interlining with PFL, were ordered to stop accepting freight from the struck firm. Longshoremen refused to handle PFL freight. The M & M attempted to counter the boycott by pressuring shippers to use PFL, threatening to blacklist those who refused. But this backfired when other haulers bitterly attacked the M & M for soliciting freight for its competitor.

The fight became fierce . . .

The key issue was union recognition and the union shop. But George Duntley, owner of the controlling stock in PFL, was determined to resist unionization at any cost. However, PFL lost so much business in a nine-week struggle that Duntley capitulated on June 2, 1937.

Defeat of such a formidable foe was the crucial turning point in Teamster history in Southern California. It demonstrated in a convincing manner, particularly to the Motor Truck Association, that further resistance to organization was futile. As a result of Teamster-PFL bargaining the first master agreement for Southern California was negotiated. It included an association-wide union shop provision with a supplement for line drivers.

The settlement was a boom to organization of for-hire truckers throughout Southern California. Membership in Local 208 expanded so rapidly that it became necessary to charter Local 224 in order to properly service the needs of freight line drivers.

While the wall of resistance to Teamster organizing had been breached, the capitulation of PFL didn't, by any means, terminate warfare. There remained vast areas of business and industry to be organized and it became evident very quickly that the M & M remained totally unreconciled to trade unionism.

As time went on their badly battered walls of opposition to unions came tumbling down. Teamster drivers multiplied and gave unrestrained support to mushrooming Sister Locals, by means of boycotts and other assistance, which resulted in their organization of giant firms in the dairy and bakery industries.

Membership in Dairy Employees Local 93 zoomed from a mere 150 in the late '30's to 4,000 in 1941. It became necessary to charter specialty Locals in Los Angeles and its environs that embraced a variety of industries and work categories.

By 1940 Teamsters Joint Council 42 had grown to include 19 Local unions with 28,000 members. But this was only the beginning. Thirty years later it was the third largest Joint Council within the Teamsters with a membership of around 150,000.

From:
"History of Western Conference of Teamsters"

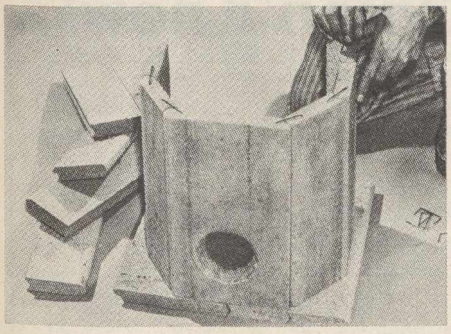
WHAT'S NEW

HAVE A BALL



This replica of an authentic 1909 gum ball machine could be a lot of fun. It's 12 inches high, 5 inches wide, and works just like the ones you used to see—and still sometimes do—in the corner store. It can bring back some powerful memories for some of us. An unusual gift, or even a decorative bank to stimulate the kid's thrift, it is likely to attract a lot of favorable comment.

GOOD FORM

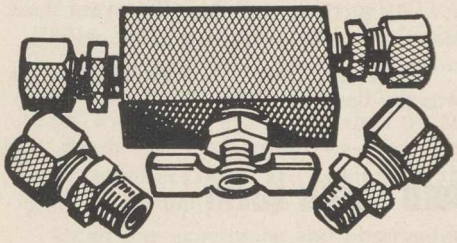


Now's the time to get that oil-fired furnace in good repair, when you can string the job out. A new fire-box repair kit makes it easy for the home craftsman to reline or replace a burned-out firebox.

The lightweight material is self-supporting, withstands temperatures up to 2300°F, and reduces heat loss. It heats up and cools down very fast, assisting thermal efficiency. Oil nozzle size can be reduced as much as 25 percent, the maker claims. The cellular nature of the material helps reduce the noise of the furnace.

For tough installations, the firm also offers flexible wet-pack sheets, that are molded to shape in the furnace. After drying for 24 hours, they withstand the same temperatures as the rigid material.

TRANSMISSION OIL FLUSH



Almost any mechanic knows that regular changes of fluids lengthen a motor vehicle's life. This gadget can reduce wear and tear on automatic transmissions by making oil changes easy. No need to drop oil pan. Just splice into the transmission oil return line, and open to get all the fluid out. It ensures changing oil throughout the entire system, the seller says, and prevents dirt from remaining in the converter. Good for the last drop.

HIGH ON WATER

A new twist has been added to the pleasing perils of water skiing. These scientifically-designed hydrofoils let you ride as high as 5 feet above the water. No tools needed to attach them to the skis, and the maker claims you can reach speeds up to 35 miles an hour with relatively low horsepower. Above 10 miles an hour, the skis are no longer in contact with the water.



Several models of the aluminum foils are available, in lifts from two to five feet. Cut yourself a novel figure for summer.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

WILL YOU?



It can't always replace a good attorney, but this newly-released "will kit" is packed with information on wills, including a 64-page book, written by an attorney, sample will forms, personal assets record, information on executor's duties and a valuable papers portfolio. It's smart to keep yourself informed about wills, and a minimum investment could save a lot of headaches.

LAUGH LOAD

HE REALLY HAS A PROBLEM

The long, lanky young man in boots and fringed jacket was lying on the psychiatrist's couch, explaining his problem to the shrink.

"It's like this, doc," he drawled, "Ah'm from Texas and ah'm ashamed of it!"

HOW TO REMAIN SAFE

According to law in many states, the husband is the head of the household. Also, pedestrians have the right-of-way over motor vehicles. Both remain perfectly safe so long as neither seeks to exercise his rights.

HITTING CLOSE TO IT

"The teacher said I need more spunk," said the tough little schoolkid to his pal.

"What's 'spunk'?" asked his pal.

"I've got a feeling it may be the past tense of spank," replied the toughie.

WELL OILED

We know a guy who rigged his house up to heat it entirely with solar energy, but now it won't work. His kids smeared suntan lotion all over the roof.

WAS HIS FACE RED!

The two chameleons, deeply in love, were in the tree when he said to her: "Darling, promise me that you'll never change!"

WHAT'S A FRIEND FOR, ANYWAY?

"I'm sorry to tell you that your best friend has run away with your wife!"

"Good old Jack . . . I always said he was my best friend!"

AND LOTSA LUCK!

Proposing, he said: "Darling, will you share my lot?"

"Yes, indeed," she coyly replied, "providing it really is a lot!"

NOW HOW'S THAT AGAIN?

Wife: What would you do if I were to die?

Husband: Just about what you would do, I suspect, if I were to pass on.

Wife: Ha! So you confirm my worst suspicions!

A DEDICATED GOLFER

As they played their usual weekend golf, one player said to the other: "Y'know, my wife has said she's going to leave me if I don't give up golf!"

"That's a terrible thing!" replied his friend.

"Yes, it's awful," said the first. "I'm really going to miss her!"

FUELING AROUND WITH ECONOMY

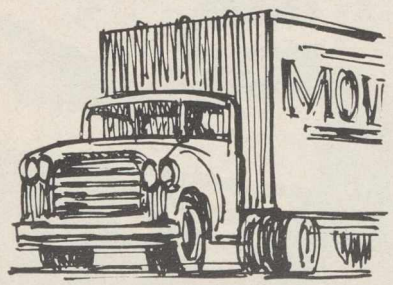
Determined to avoid high gasoline prices, a friend decided to re-work his car with items from a specialty house. He installed the following items (with the percentage of gas saved): fire injection plugs (15%), electronic ignition (101%), heat-controlled fan (5%), special oil defrictionizer (7%), radial tires (8%), waterinjection carb (15%), hi-lift cams (7%), flo-through muffler (10%), fuel pump pressure regulator (5%), precombustion catalyst (7%) and high-compression pistons and rings (12%.)

You'd think he was sitting pretty, but he's not. Every time he starts his engine, his gas tank begins to overflow!

OVER THE FIRST HILL

Adam looked around and couldn't find Eve. But he found her clothes. "Good Lord," he cried, "Eve is absent without leaf!"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME .....

NEW ADDRESS .....

..... City State Zip Code

OLD ADDRESS .....

..... City State Zip Code

LOCAL UNION NO. .....

SOCIAL SECURITY NO. .....

LEDGER NO. ..... (If unknown—check with Local Union)

NAME OF EMPLOYER .....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

Vol. XXIII *(From the June 1926 issue of the TEAMSTER)* Number 6

CELEBRATING FLAG DAY

Flag Day will be celebrated on June 14th. We want our membership to remember it, for it is a good time to show all those so-called "American" organizations that are opposed to union labor that we are behind our flag. Many of these groups that try to make people believe that workers affiliated with trade unions are not patriotic use our flag to shield their own petty prejudices and jealousies. We do not want to be contaminated by such "Americanism" as that, but are ready and willing at all times to pay homage to our flag for what it represents—an equal chance for all to live and enjoy life—and what our Constitution stands for. Many of our members fought for this beautiful flag of ours when the call came, and a number made the supreme sacrifice. Let all our members pay honor this year to the flag by displaying it on their person, vehicle or home. In this way, we can show that we intend to continue what we always have done and expect to do in the future.

ALL SORTS OF WEATHER

Now that we are in the month of June, we can look forward to at least three months of hot weather. To those of our members who still drive old faithful horses, be sure to give them water at the right time; a rest on a hard road with a heavy load; keep a clean sponge handy to wash out their mouths and nostrils, etc. With the bits kept clean, the animal will know in his own way that a union man with a good heart is driving, and you will reap the benefit of this care when you strike a tough place or a hard pull. Kindness is loved by all—man or beast—and always brings its own reward.

With our members, from the standpoint of health, to a certain extent, it is possible to get fresh air.

However, there is an element of weather that enters into our line of work which has to be met that folks working indoors do not come in contact with especially. We have to stand the extreme heat of the sun in the summer and the piercing cold in the winter; the rain in almost any season.

If possible, of course, men driving teams dress for these seasons and weather conditions, but it isn't always convenient to wear heavy coats in the cold weather or rubber coats in the wet weather, if you own any, while working, because ninety per cent of our men have to perform their labor in such a way that it is necessary to remove all their outer heavy garments.

While it is true that we enjoy the God-given ozone more than many other workers, many of our employers have tried for years to sell it to us in place of wages and working conditions as though it were something that they had at their particular disposal. It is given as a reason why we should work long hours, for small wages, and even now when we are so much better organized we meet men on committees who are talking of the great opportunity to do outdoor work.

From our experience and observation, we have noticed that those men who have had the most to say about it, never look as though they could, if called upon to do so, get out and drive a team in all sorts of weather.

EDITORIAL

The "General Strike" in Great Britain, as this issue goes to press, is past history as far as the newspapers of the country are concerned. However, a word to our membership with regard to it will not be amiss, for you have been reading of it and know it has been featured in the headlines of the dailies throughout the world. Our version of it, of course, will be from a trade union standpoint.

This strike, no doubt, is the first of its kind carried on under the auspices of Organized Labor. It will without question prove many things—good and bad —that apply to a nation. The controlled press seems to give out the same kind of news everywhere in connection with a strike where the workers are connected with trade unions; all the credit for handling the situation, negotiating settlements, etc., is given to the employers, whether they be the government, corporations or private owners; practically no comment is made in favor of the strikers.

This particular strike in sympathy with the coal miners of the British Isles has been referred to in many editions of the daily press as a revolution, with a view to giving the reading public the idea that the trade unionists who went out on strike were acting against rather than with their government.

In reality, the opposite was the case, for those who stopped work to help the miners were most unselfish and had in mind the idea to help others establish conditions in their country which would make it a better place for all to live in.

Those who have made a study of economics state very frankly that improved working conditions in wages and hours, sanitation and safety, go a long ways toward making a country prosperous and healthy. This means better homes—the nation's greatest asset—which makes for happiness and peace.

If the truth were given on both sides by the press, we would have been informed with regard to the workers as above stated; and that the Government of Great Britain was willing to concur with the decision of the mine owners in some districts to put wages where they were before the World War.

We over here in the United States can very readily see where our people would be—with the present cost of living—if by any chance we were called upon to go back to pre-war wages; not to say the least about perhaps a lower scale than that.

But the system of propaganda was to kill any feeling the public might have in this country for the strikers and to ward off any possibility of similar action here.

NO CITIZEN SHOULD SHIRK POLITICS

It is not high patriotism for a citizen to claim he "takes no interest in politics."

Because "politics is the science of government" every citizen in a democracy should be interested in politics.

If they fail to do so, selfish interests gladly assume the task of governing.

A democracy can not function unless citizens take part in politics; unless they assist in molding a sound public opinion, participate in primaries and elections, and at all times insist on high ideals in public affairs.

These ideals will be approximated in proportion to the activity of citizens.

Corruption in politics often disgusts citizens who refuse to longer continue the struggle and who lose interest in the affairs of government.

This brings joy to privilege. They, too, affect a disgust, but this is a gesture. They have a free field to secretly manipulate government when citizens retire from the field.

CITIZENS FOR HIGHWAY SAFETY

COORDINATOR OF THE NATIONAL BICENTENNIAL HIGHWAY SAFETY YEAR

Dear Teamster:

June is Hazard Identification Month—and this is your Hazard Identification form. It describes the different types of dangerous road conditions you come in contact with in your day to day travels. These conditions can be corrected, provided state and local highway officials are aware of them.

That's where you come in. Since you spend a good part of your working life on the road, you can help identify dangerous hazards in need of correction. Use this Hazard Identification Form to do so. After completing it, return the Form to us and we will get the information to the proper state and local highway officials.

Here's how to use your Hazard Identification Form:

First, read the Form so that you become familiar with the different classifications of hazards and the different types within each class.

Second, keep your Hazard Identification Form handy in your cab or car.

Third, when you see a hazard on the roadway or on the roadside, identify it under one of the 10 main hazard classifications listed below. Then fit it into one of the subclasses which appear under each. For example, if you see a road with no centerlines, it would fall into class 1A and should be so listed on the Hazard Form. If you come across a dangerous bridge pier, it would fall under roadside obstacles and should be listed 10F. If you feel additional descriptive information is needed for any identification, please write it in using your own words in the comments section.

Fourth, location of the hazard is of critical importance. If safety officials don't know where to find the hazard, they can't correct it. This kind of information is hard to supply when you're on the move. But do the best you can.

Fifth, when you have identified one or more hazards, cut out the name and address below, paste it on an envelope, stamp and mail. We will sort out all the Hazard Identification Forms we get and send them to the proper state and local officials for improvement or correction.

REMEMBER—every hazard we eliminate makes the road safer for you!

Richard Peet, *President*

ROADWAY AND ROADSIDE HAZARDS BY CLASS AND TYPE

1. **Pavement Markings**
   - A. No center lines
   - B. No edgelines
   - C. No lane lines
   - D. Improperly marked roadway
   - E. Paint not reflective
   - F. Paint worn
   - G. Requires additional delineation

2. **No-Pass Zones**
   - A. No-pass zone needed
   - B. No-pass zone poorly marked
   - C. Passing should be permitted

3. **Guardrails and Median Barriers**
   - A. Guardrail needed
   - B. Guardrail damaged
   - C. Guardrail improperly located
   - D. Guardrail spear
   - E. Median barrier needed

4. **Dangerous Bridge**
   - A. Too narrow
   - B. Unmarked
   - C. Warning signs needed
   - D. Abutment or other hazard

5. **Dangerous Intersections**
   - A. Signals needed
   - B. Channelization needed
   - C. Signals not in sequence
   - D. More sophisticated signals needed
   - E. Stop signs needed
   - F. Yield signs needed
   - G. Four-way stop signs needed

6. **Railroad Crossings**
   - A. No crossbucks
   - B. Crossbucks need replacement
   - C. Signals or gates needed
   - D. Advance warning signs missing
   - E. Roadway RR crossing markings missing
   - F. Unprotected gate and/or signal structure

7. **School Zones and School Bus Routes**
   - A. School zone signal needed
   - B. School zone markings needed
   - C. School zone signs needed
   - D. School bus route dangerous
   - E. Improved school bus stops needed

8. **Signs**
   - A. Sign needed
   - B. Sign located too close to road
   - C. Sign obscured by foliage or other obstruction
   - D. Sign in need of repair or replacement
   - E. Sign inaccurate or misleading

9. **Dangerous Curve**
   - A. Too sharp for safety
   - B. No advance warning sign
   - C. No pavement markings
   - D. Curve slippery when wet
   - E. Needs grading or skidproofing

10. **Roadside Obstacles**
    - A. Trees too close to road
    - B. Utility poles too close
    - C. Ditches in need of repair
    - D. Shoulder improvement needed
    - E. Signs or lights too close—breakaways needed
    - F. Bridge piers need protection

HAZARD IDENTIFICATION FORM

HAZARD 1

Class and type of hazard _____ Date observed _____

Road name or Route No. _____ At milepost _____

Traveling ___N ___S ___E ___W ___In ___Near

City/town _____, State_____

Comments _____

HAZARD 2

Class and type of hazard _____ Date observed_____

Road name or Route No._____ At milepost _____

Traveling ___N ___S ___E ___W___In ___Near

City/Town _____, State_____

Comments _____

IBT Safety Health Dept.
25 Louisiana Ave., N. W.
Washington, D. C. 20001


INTERNATIONAL
TEAMSTER
JULY 1976
JOINT COUNCIL 16
JOINT COUNCIL 55



LABOR'S PLACE IN HISTORY

THERE CAME A MAGIC MOMENT late on the fourth and final day of the Teamster Union's 21st convention.

It came at a time when the 2,254 delegates were as weary as Chairman Frank E. Fitzsimmons; the bunting and campaign signs seemed to droop around the auditorium; the identification marker on one of the floor microphones was cockeyed. The deliberations had been long and detailed and would add up to more than 600 pages of proceedings. The final gavel was about to fall.

Then, in response to a delegate's honest comment from Microphone No. 9, Chairman Fitzsimmons—his words carrying loud and clear from the podium—felt obliged to say:

"I would like to ask you, as well as any other delegate sitting in this audience—and yes, I will ask the visitors and alternates, if they have attended previous conventions: Has any member or delegate been denied the right of the floor to make any and all remarks in reference to the business of this convention . . .?"

Then came the magic moment. The convention transcript described the thrilling reply to Fitzsimmons' question as a ". . . chorus of no."

It was much more than that.

It was the deep, throaty roar of the representatives of more than two million stalwart union members across the United States and Canada.

They did not chorus their reply.

They yelled it as loud as they could, those who were there will agree, with a mixture of pride and defiance. Yes, said the roar, everybody had had a fair shake. The auditorium shook.

Newspapermen writing their stories in a room adjoining the convention hall must have paused when hearing the roar, wondering what had happened—what had they missed?

That was part of the point of the magic moment.

When Chairman Fitzsimmons asked his question of the delegates, he was in effect seeking their opinion as to whether or not the Teamsters Union was as valid as any other organization in the free world.

Are not the delegates elected to represent the membership according to the bylaws of the IBT?

Is not the convention the business of only the accredited delegates?

Because of its convention rules has not the Teamsters Union convention been as democratic as that of any other organization?

Have not changes been made in the Teamster constitution to conform with the laws of the land and to progress with the times?

Have not resolutions been passed to reflect the needs of the membership and society and its desires as well?

Were not the incumbent officers bared to opposition from the floor for each given office at election time?

Certainly the delegates did not register the points step by step—but they felt it. That was why they roared an affirmative response to Fitzsimmons' query.

The delegates were proud of the job they had been elected to do and now were about to return home. One and all, they were ready to unflinchingly face any questions they might be asked by their members in more than 800 local unions.

INTERNATIONAL
TEAMSTER

Volume 73 Number 7 **July, 1976**

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Convention Delegates Overwhelmingly Approve Fitzsimmons' Stewardship



TEAMSTER DELEGATES to the union's 21st convention overwhelmingly ratified the stewardship of Teamster General President Frank E. Fitzsimmons and programs of the general executive board.

Ratification came in the unanimous reelection of Fitzsimmons, General Secretary-Treasurer Ray Schoessling and 15 incumbent vice presidents as well as approval of approximately 100 amendments to the union constitution.

One amendment provided for a 16th vice president on the general executive board. Elected to the post was John Cleveland, International Union general organizer, president of Washington, D.C. Joint Council 55, and president of Local 730 in Washington, D.C.

General President Fitzsimmons delivered the keynote speech and was followed later by General Secretary-Treasurer Schoessling as the 4-day convention opened on National Flag Day, June 14th, in Las Vegas, Nev.

Together, they delivered a message:

The convention belonged to the delegates representing more than two million members across the United States and Canada—it belonged to nobody else—and those Teamster representatives would make the decisions.

Fitzsimmons, in response to pre-convention critics, stated emphatically to the 2,254 delegates that he would never allow outsiders to destroy the Teamsters Union "unless by your majority you allow them to do so."

"That's the theme under which we will conduct this convention," Fitzsimmons said.

2254 DELEGATES UNANIMOUSLY REELECT INCUMBENT BOARD MEMBERS, REWORK UNION CONSTITUTION.

He added: "That's the business that we will take up here, so that you can go back to your own local unions and your members proudly and present this responsibility to carry on the business of our union for the welfare of those to follow in the future."

In his address to the delegates later in the day, Schoessling buttressed the General President's words with the statement:

"We in this convention must resolve to strengthen our union so that we may resist the forces which would divide us, and make our influence felt wherever decisions affecting our members are made."

It was a big challenge and the delegates rose to it.

Working steadily through the days, the delegates adopted the program of amendments to the constitution, more than two dozen resolutions, and listened to outstanding guest speakers between times. Most of the decisions were unanimous and the others were by a heavy majority.

Constitutional amendments included: Increased strike benefits; a new dues structure based on a formula of two hours' pay per month; an increased per capita payment from local unions to the International Union; a pay raise for members of the general executive board, and establishing the principal officer of a local union with supervisory authority over all local union officers and personnel.

Many of the constitutional changes were needed to keep the International Union in step with the times so far as the ever-continuing change in patterns of industrial production and distribution.

Other constitutional changes involved bringing the IBT up-to-date in terms of complying with federal law amended or innovated since the 1971 convention.

The Teamster delegates approved 25 resolutions of importance to the membership as well as most Americans.

Among the resolves were such subjects as opposition to motor freight deregulation, a plug for full employment legislation, support for national health care legislation, advocacy of grand jury reform, and the urging of a national policy assuring consumers reasonable prices for energy.

Two of the resolutions recommended to the Teamster general executive board that new departments be created in the International Union to serve the membership: A department of community services and a department of retiree affairs.

Leading the list of guest speakers was Secretary of Labor William J. Usery, Jr. Others included: Michael O'Callaghan, governor of Nevada; Richard Daley, mayor of Chicago, Ill., and William Biare, mayor of Las Vegas.

Secretary Usery was greeted with a roar of approval when he told the delegates assembled in the convention auditorium:

"I've had several opportunities over the years to work closely with Fitz and a number of other leaders of the Teamsters. Many, over a period of time, have become close personal friends. And I can tell you that I've enjoyed those experiences. I've enjoyed them because I have found that when it comes to representing their members, Teamster leaders are always prepared and professional."

Similar applause rocked the auditorium when Mayor Daley declared: "With the leadership of your great President Frank Fitzsimmons and Secretary-Treasurer Ray Schoessling, this great Teamster organization will continue to fight for a better society for all people."

Dave Beck, former Teamster general president who celebrated his 82nd birthday during the course of the convention, was invited by General President Fitzsimmons to briefly address the delegates.

Beck, always a spellbinder, emphasized these words: "We must never forget, regardless of what charges are made against our people, they are *our* people, and we're going to stay with them through thick and thin."

When it came time for the delegates to elect the officers of the International Brotherhood of Teamsters to serve for the next five years, the hoopla of horns, sirens and huzzahs broke out in one colorful display after another.

Selections were unanimously approved by the delegates and no opposition appeared to challenge the Fitzsimmons slate.

Adding distinction to the ballot was the creation of a 16th vice presidency. The delegates picked John Cleveland, a Teamster of 35 years, to fill the post.

Following are the general executive board members who, with Fitzsimmons and Schoessling, will serve as policy makers of the IBT until the next convention:

—1st vice president, George E. Mock of Sacramento, Calif.

—2nd vice president, Harold J. Gibbons of St. Louis, Mo.

—3rd vice president, Joseph Trerotola of New York, N.Y.

—4th vice president, Robert Holmes of Detroit, Mich.

—5th vice president, William Presser of Cleveland, O.

—6th vice president, William McCarthy of Boston, Mass.

—7th vice president, Salvatore Provenzano of Union City, N.J.

—8th vice president, Edward Nangle of Reading, Pa.

—9th vice president, Roy Williams of Kansas City, Mo.

—10th vice president, Joseph Morgan of Hallandale, Fla.

—11th vice president, Edward Lawson of Vancouver, B.C.

—12th vice president, Weldon L. Mathis of Washington, D.C.

—13th vice president, Arnie Weinmeister of Seattle, Wash.

—14th vice president, M. E. Anderson of Burlingame, Calif.

—15th vice president, Louis F. Peick of Chicago, Ill.

—16th vice president, John H. Cleveland of Washington, D.C.

The delegates also reelected the three International Union trustees: Frank J. Matula, Jr., of Los Angeles, Calif.; Maurice R. Schurr of Philadelphia, Pa., and Jesse L. Carr of Anchorage, Alaska.

Besides the 2,254 delegates registered for the convention, the credentials committee reported there were 471 alternates on hand along with 4,489 guests for a total of 7,234 persons in attendance.



Delegates Rework Constitution into Document For the Future

NEW CONSTITUTION STRENGTHENS UNION'S BARGAINING, FINANCIAL STRUCTURE.



Approximately 100 changes in the constitution of the International Brotherhood of Teamsters were made by delegates attending the 21st convention. Among the most important changes were:

Increasing the out-of-work benefits to members on strike; altering the membership dues formula and minimum dues; increasing the per capita tax paid by local unions to the International Union; hiking the salaries of top elected IBT officers, and increasing the administrative responsibility and authority of chief executive officers of local unions.

Out-of-work strike benefits were upped by the convention to a rate of $35 a week for the first four weeks and $45 a week for the fifth week and thereafter.

The dues change, to result in an increase of income for the International Union, dealt with two different aspects—minimum dues and a new formula.

The Teamster constitution now reads:

ARTICLE X, Section 3(d)

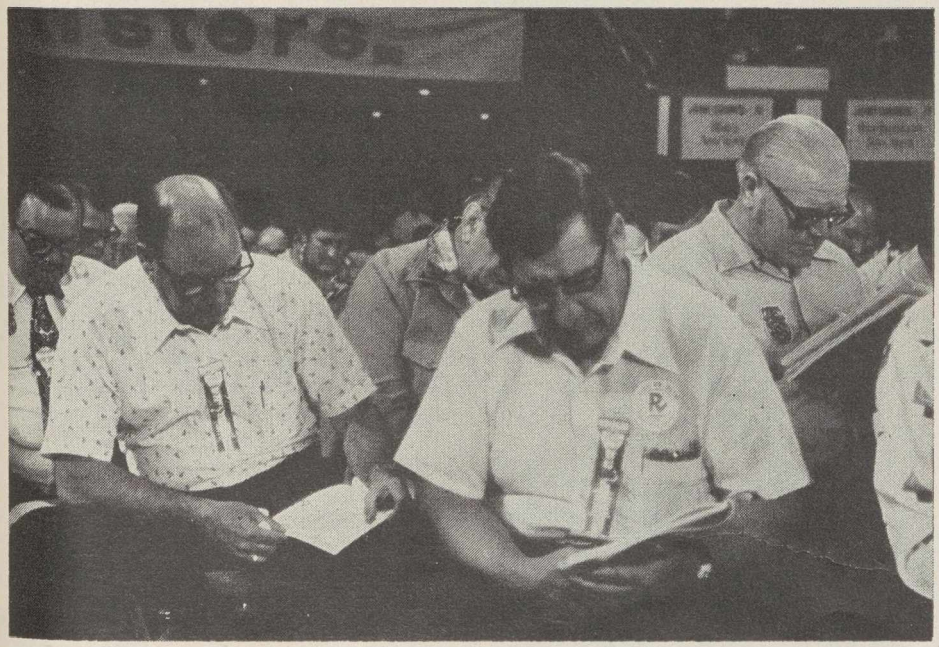
"Dues of members of the International Union, payable through their respective local unions, shall not be less than eight dollars ($8) per month, provided, however, that in the case of newly organized members for whom there is no established wage scale, dues shall be no less than six dollars ($6) per month; and provided, further, that the general executive board shall have the authority to reduce the foregoing minimum in extreme hardship cases. Newly organized members whose dues are established at a rate less than the eight dollars ($8) per month minimum shall pay dues at the minimum rate of eight dollars ($8) per month no later than the expiration date of their first collective bargaining agreement. In the case of local unions chartered after the 1976 convention and before Oct. 1, 1978, unless otherwise approved by the general executive board, the dues of the members of such local union shall not be less than six dollars ($6) for the first year following such chartering and thereafter the eight dollars ($8) minimum shall apply and in the case of local unions chartered after Oct. 1, 1978, the dues of the members of such local union shall not be less than seven dollars ($7) for the first (1st) year following such chartering and thereafter the eight dollars ($8) minimum shall apply.

"All dues, whether below, at or above the minimum of eight dollars ($8) shall be increased by no less than two dollars ($2) per month effective Oct. 1, 1976, and an additional one dollar ($1) per month effective Oct. 1, 1977. In addition, members whose rate of dues on Oct. 1, 1977, is less than two times their hourly earnings shall have their monthly dues increased up to the equivalent of two times their hourly earnings or by an additional one dollar ($1), whichever is a lesser amount. Effective Oct. 1, 1978, and each October 1 thereafter, members whose rates of dues are less than two times their hourly earnings shall have their monthly dues increased up to the equivalent of two times their hourly earnings or by two dollars ($2) per month, whichever is a lesser amount.

"Local unions whose rates of dues are calculated on the basis of a formula other than two times the hourly earnings, which yields a rate of monthly dues equal to or in excess of two times the hourly earnings, shall increase their monthly dues rate by two dollars ($2) per month effective Oct. 1, 1976, and an additional one dollar ($1) per month effective Oct. 1, 1977.

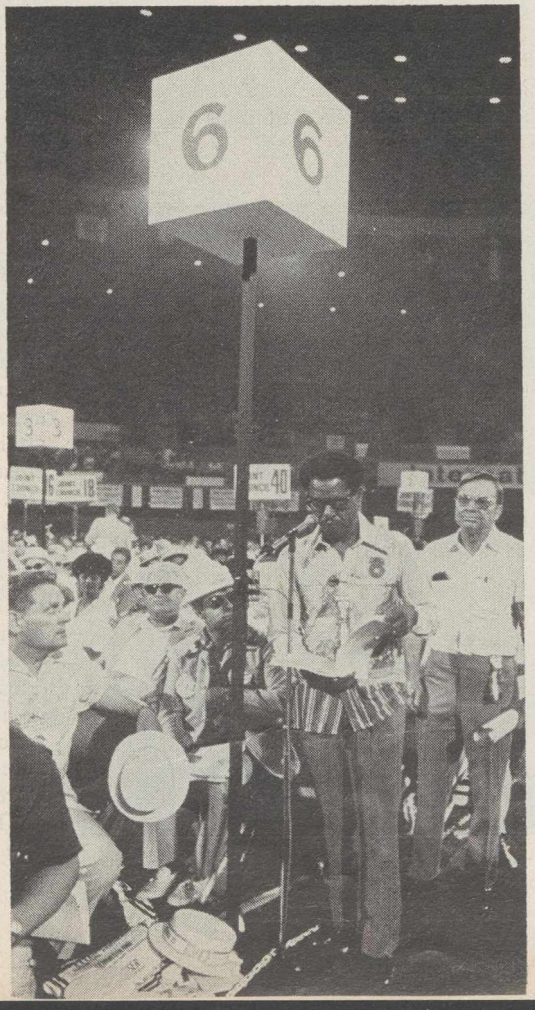
"After the increases provided above, dues shall be set on October 1 of each subsequent year on the basis of attaining a dues rate equivalent to twice the hourly earnings. Provided that the dues rate attained by application of the above increases of two ($2) per month effective Oct. 1, 1976, and additional one dollar ($1) effective Oct. 1, 1977, shall not be reduced. However, nothing herein contained shall be construed to prohibit any local union from adopting a dues scale higher than the one provided herein, either by continuance or establishment dues formulas or by local union action in accordance with applicable law. The general executive board shall have the authority to waive any of the foregoing increases in extreme hardship cases.

"The hourly earnings are the hourly





Tuesday, June 15th was constitution day at the Teamsters' convention. Delegates devoted the day to floor discussion of constitutional amendments. By unanimous vote, delegates suspended adjournment rules and worked until late evening to complete the task.



wage rate plus commissions where applicable, exclusive of overtime, premium pay or fringe benefits. The hourly earnings in effect on October 1 will determine the monthly dues rate for the year beginning on October 1 and ending on the following September 30. When calculating the rate of monthly dues based upon two times the hourly earnings, the hourly earnings shall be doubled and rounded to the nearest whole dollar.

"Questions relating to the determination of the 'hourly earnings' and problems which arise generally over the interpretation of this subsection shall be resolved by the General Secretary-Treasurer with the approval of the general executive board.

"In the event that the provisions relating to increased revenue adopted by the 1976 convention cannot be effectuated, the general executive board shall have the authority from time to time to amend, modify or defer the provisions of this constitution relating to the increase of one dollar ($1) reflected in the new per capita tax of three dollars and fifteen cents ($3.15); provided, however, that the general executive board shall not be authorized by this provision to increase dues or per capita taxes to an amount greater than the eight dollars ($8) minimum dues and the three dollars and fifteen cents ($3.15) per capita tax set forth above.

"The provisions of the first and second paragraphs of Section 3(d) shall become effective Oct. 1, 1976."

In other amendment action, the delegates gave International Union officers a 25 per cent pay raise effective July 1, 1976. The pay hike went to General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling, all International Union vice presidents and trustees, and also general organizers.

In language added to the constitution, the delegates unanimously approved the following paragraph:

"The principal executive officer shall in general supervise, conduct and control all of the business and affairs of the local union, its officers and employees. He shall have charge and supervision of all the officers and employees of the local union including elected business agents. The principal executive officer shall also have charge of all labor controversies involving the local union."



Convention Scenes



General President
FRANK E. FITZSIMMONS

Official Report

Contracts for Workers Survive Economic Distress

"More and more workers have sought out our help. And, we can glory in the satisfaction that collective bargaining programs we have developed have the overwhelming support of the membership."

I WOULD like to begin by observing that the more than two million members and officers of the International Brotherhood of Teamsters have two very special reasons to celebrate in 1976.

First, and foremost, we celebrate the 200th anniversary of a nation steeped in pride. We are proud because Teamsters perform the basic services so very necessary for the welfare of this nation and they perform so very well.

It is significant, I believe, that approximately one out of every 100 Americans is a member of one of the Teamsters Local Unions in this country. Teamsters work in nearly every walk of industrial life and the service trades. Yet, they know they cannot stand alone, that their well-being depends upon the well-being of all segments of American society.

So, first as Americans, we glory in our Bicentennial celebration. Secondly, we are gathered now, as we do every five years in convention, to assess our past accomplishments, to evaluate shortcomings, and to plan for the future.

I happen to believe that we can glory in what we have done as Teamsters and as Trade Unionists over the past five-year period.

We have come through a period of deep national economic peril with our contracts for workers in good condition. More and more workers have sought out our help. And, we can glory in the satisfaction that collective bargaining programs we have developed have the overwhelming support of the membership.

So, I want to congratulate each and every delegate and alternate to this convention. The job you have done over the past five years is not tarnished by sloth or ineffectiveness. Rather, instead, it is deserving of a blue ribbon for excellent performance.

There is that old saying which tells us that when the going gets tough, the tough get going. You can believe me when I tell you that that describes our Teamsters' performance.

We have been through tough times since our 1971 convention. Hardly had the sound of the gavel adjourning our convention echoed into silence before the nation was hit with the 90-day wage-price freeze. The immediate result was that your already difficult job was made even more difficult.

And I would just like to comment here that when wages were frozen and prices were not, we had proof that inflation is not caused by the wage-price push. Leading economists agree with this, and only the nation's editorial writers have yet to discover the myth that wages cause inflation.

We have been through two renewals of the National Master Freight Agreement, negotiating in times of high inflation, high unemployment and economic depression. But, in each instance, we negotiated a package which was overwhelmingly accepted by the membership.

Also, we went through the dangerous times of the Arab Oil Embargo, with the trucking industry facing fuel shortages and high prices. This, too, we met in negotiations with the Administration, resulting in full fuel allocation for the industry and relief from high prices by a surcharge pass-through.

We can include in our tough times our determination to maintain our position to organize farmworkers in the West. Here, too, we prevailed, in spite of the effort by many to turn this into a contest between the Teamsters and the UFWU when, in fact, the competition between the two unions has resulted in benefits never before enjoyed by farmworkers.

It would have been easy to back off when the heat was on so to speak. But I took the position, along with the general executive board, that backing off is not the Teamster approach to collective bargaining. While we are still in the process of these developments, misunderstandings and so forth in this particular area, we are making every possible approach, to settle our differences for the benefit of the farmworkers as such.

(Applause.)

Another endeavor of this International Union was to adopt programs and influence decisions during the economic depression which would help lead this country out of its troubles. It is significant, I think, that Teamster input was an important aspect of the Economic Summit Conference held by the Administration. As a follow up, we held an Emergency Economic Conference in Washington, D.C. of our own, adopting resolutions which, in some cases, served as guidelines in the national legislative process.

Another difficulty we can point to is passage of the Employee Retirement Income Security Act, referred to as ERISA. No one will quarrel with the legislative intent of this act. But we do quarrel with the encumbrances it places on the administration of pension plans. It has caused a lot of small private pension plans to fold up which resulted in the loss of all benefits to those covered by such plans. And it has caused us to plan and adjust to negotiate just enough to meet the requirements of ERISA and to administer so there will be no reduction of benefits for our retired members.

On the other hand, passage of the Occupational Safety and Health Act has given us new opportunities to make the job site a better environment in which to work. To take full advantage of the law, we established the International Union's Department of Safety and Health. This department already is responsible for a new level of membership representation. Also, it has been influential in the formulation of regulations and rules promulgated under OSHA.

Additionally, we know that not only legislation, but also governmental agencies through regulations and rulings have a deep and long-lasting effect on our membership. So, we established the International Union's Department of Government Relations. Today, wherever there is governmental action which can affect the membership, this department is at work.

As you know, for years, Canadian Locals have been affiliated with the area conference adjacent to their geographical location. There was need for a change in this situation, so after extensive planning and discussion, the general executive board authorized the establishment of a Canadian Conference of Teamsters.

This was formalized at a founding conference in Toronto on March 9th of this year, and I am happy I can report to you that the Canadian Conference is now functioning in headquarters in Ottawa. So we can derive a large measure of pride from the fact that our Canadian brothers and sisters now have their own conference and structure to deal with bargaining situations and laws—both federal and provincial—which differ from what we face here in the United States.

So, we take our hats off to the Canadian Conference of Teamsters and the new conference director Vice President Ed Lawson.

Just briefly, I would like to hit a few of the highlights of activity in our International Union during the last five years.

—We have been successful in warding off various anti-strike proposals which have been floating around in the U. S. Congress.

—We take a measure of pride in our innovation in bargaining for the National Freight Agreement, whereby we mailed a computerized questionnaire to all members covered by that agreement, asking for their desires and wishes in a new contract.

—Since our last convention, we have had two successful renewals of our National Carhaul Agreement as well as the National Master Freight Agreement.

—I should mention the fine work of Ray Schoessling bringing about the merger of the AFL-CIO Brewery and Soft Drink Workers into the Teamsters. This has given workers in this jurisdiction a unified, strong position in collective bargaining in that industry, and no longer is effort wasted by two unions competing for membership in the same industry. That was spelled out so distinctly on the basis of the settlement of the Anheuser-Busch strike which took every resource of this International Union to bring to a conclusion.

—During the Oil Embargo, we were successful in reopening our Freight Agreement to insure that our drivers would not suffer loss of pay because of the new national 55-mile speed limit.

—One of our great accomplishments was the increase in pension benefits in the Central States Pension Plan. Benefits were increased to provide for $450 per month for life at age 57, or $550 monthly for life for retirement at age 60. And benefits for those already on retirement were also increased.

—Further, we can point out that 92 per cent of all applicants for pensions under that particular plan qualify for benefits.

—And, I can conclude this portion of my report by telling you that the new addition to our International Union Headquarters is in the intermediate stage of construction. When it is completed, we will have office space to expand existing departments and accommodate new ones to give even better representation to the membership.

And, this new addition will stand as a visible monument to the dedication of Teamster representatives to work for the betterment of all mankind.

Well, what of the immediate future? Since we are in the throes of a presidential election year, I think we should examine not only the effects of the election but the campaign itself upon the members we service.

And, the first impression I have is that once again during a political campaign, all manner of glowing reports come from Washington, D.C., on the health of the economy. Suddenly unemployment begins to drop; inflation, they say, is coming under control, and there are substantial increases in the gross national product.

We had some of that just about nine days ago, and it must have been cruel rhetoric to the millions of workers still seeking jobs, to employed Americans who see high prices neutralizing the purchasing power of their earnings, and to furloughed workers in industries which have no market for their products.

We hear much in this campaign about big government and bureaucracy, and the need to do away with regulation of business by government. Of major concern to us are proposals to deregulate the trucking industry.

Well, I can sympathize with those candidates who are concerned with big government and growing bureaucracy, if they are specific and take it on a case by case basis. But, the blanket condemnation of government regulation is a dangerous thing.

We have the finest transportation system in the world in this country, and it developed and grew into such a system through regulation. No amount of benefit can come from our industrial might if the products of that production are not efficiently and orderly distributed to the nation's market places.

And, we know that deregulation of trucking will destroy our transportation and distribution system in this country. Many areas of the nation would be without service as truckers were no longer required through regulation to serve all areas of the nation.

We also know that in any circumstances of cutthroat competition which would result, wages, hours and conditions of workers are the first to suffer as competitors seek to cut costs to meet competition. We will not tolerate that under any conditions.

So, during this campaign—whether for President or Congressman or Senator—I am asking you to directly confront candidates for these offices on their position on deregulation. If they are against us on this important issue, then we will have to seriously reconsider our previous relationships.

We in the Teamsters have never supported the cradle to the grave approach to social legislation. But, I can tell you that we do support government programs in two areas of vital concern.

First of all, we support and encourage federal programs to put all Americans back to work. We would rather see work programs and the dignity they give to individuals than welfare programs which rob a potential worker of his pride.

And, we support a program of national health insurance, whereby all Americans are afforded quality medical and health care at a price they can afford.

So, we can say we are not in favor of unlimited government handouts, nor are we welfare and food stamp oriented, except in cases of actual legitimate need. But we are in favor of government programs which make it possible for all Americans to be practitioners of the working ethic.

I believe this message of our philosophy should be taken forcefully and clearly to all candidates for public office.

In the area of presidential politics, we in the Teamsters are content to let the selection process run its course. When each party has finally selected its candidate, naturally, we will sit down. And if it is determined that we will endorse either candidate, our determination will be made with the welfare of all Americans in mind. And any decision we may make will be heavily weighted in favor of the candidate who presents the best proposal for putting Americans back to work in an economy which does not let inflation rob workers of their earnings.

Now, at the risk of overreacting, let me address a few remarks to our critics, so that they will better understand that what we do in this International Union is strictly a reaction to the wishes and desires and needs of our rank-and-file membership.

Students of the Teamsters will tell you that publicity attacks on the Teamsters increase proportionately to the nearness of an International Union convention. This has been the pattern over the past 25 years, and it is still the pattern today.

For example, in mid-March, NBC Nightly News began what was billed as a nightly special report designed to investigate all manner of things. They began this series with a five-part series on the Teamster Union.

It was, of course, a re-hash of charges dating back 20 years. Some of you people will remember that. They gave you what they called police photos. They went back to the days of Dutch Schultz back in New York. They were filled with inaccuracies, unfairness and blatant bias. And NBC's purpose was obvious as the series began during a crucial period of our negotiations with the trucking industry.

I don't know how many times the news media think they can holler wolf when the sheep are securely in the fold. But our membership should have answered their question, as they ignored the distortions of the NBC series and overwhelmingly ratified the contract.

You all know the terms of our freight settlement and I proudly say it is not only the best contract we ever negotiated for our membership, it is also one of the best contracts in all of organized labor. There is no back seat in Teamster negotiations and we will never take a back seat to anyone.

(Applause)

I might footnote the NBC Special Report and its purpose. It was investigating such important issues as a renewal of popularity of The Three Stooges movies in foreign countries, and is no longer on the air, after they investigated the Teamsters, so to speak. You will remember The Three Stooges.

Finally it should be noted that we have knowledge that NBC interviewed Teamster members who spoke favorably of this Union. But these favorable interviews fell victim to NBC's editing process as this network proceeded unbent with its intent to give the Teamsters a black eye.

Well, there is another poor soul begging for publicity as a Teamster critic. So I ask the question of Arthur Fox and his organization of PROD, as I said this morning, who in the hell appointed them to act as the Teamster conscience?

(Applause.)

Certainly not the Teamster membership. PROD—after four years of soliciting—represents, it says, 2,000 workers. If we assume this is true and all are Teamsters, then PROD represents less than one one-thousandth of our membership, With that record I can say to Arthur Fox that there isn't

a local in the Teamsters Union which would hire him as a janitor.

(Applause.)

Unfortunately, this fellow has gathered about him a number of disciples. You know what I am talking about. This self-styled saviour of the Teamsters, this fellow Fox—incidentally, after doing what he has done, he and his disciples, we had the people out picketing yesterday and I presume they are picketing somewhere today, and God bless them—presented himself to the door of this convention this morning and asked to be allowed to come in and view our convention. Now, if you have read his reports and taken the products of his efforts, I don't know why he wanted to come into our convention because he told everybody what a bunch of bums we are. Not only we as officers, but you as delegates.

As a man from the press said to me, the man doesn't want to destroy the Teamsters Union. He has been a member and paid his dues for 20 years. He has paid his own fare out here to see if he can't get the convention to represent him. So I have no answer. If I had been a member for 20 years, paid my dues and had money enough to pay my way out here, I sure as hell would have dropped into my Local Union office and made my case there before going to the International Union as such.

This self-styled saviour of the Teamsters (he is a lawyer you know) really never worked at a craft which entitled him to a Teamster or any other trade union membership. He got out of school, went to work for the Labor Department, then went to work for Ralph Nader. Ralph Nader—you know his background. He became a success because he said everything was unsafe.

Fox, being an enterprising young man, had thought the Teamsters and the publicity would be a good forum. This man publicizes us. This is of public record. He says he has 2,000 members at $20 a year. He has a staff of four executives plus secretarial help. He has office space. Admittedly he is publishing a book that President Beck referred to, admittedly has distributed over 5,000 copies. There is no question it costs over $4.25 a copy to go ahead and put it together without getting any profit.

So I say to this 33-year-old young man and his disciples and to the press, why in the hell don't you investigate that kind of organization to find out where they get their money or who is trying to destroy this labor organization?

(Applause.)

So in my opinion, while Arthur Fox is a reality and his PROD evidently seems to be a reality, they are and could be only creations of the press. As we said before, they had reports from real Teamsters who believed in this organization which they never publicized but they went into Worker's Power, which is a direct offshoot of the Communist Party of this country, and visited for three or four weeks.

Every eruption we had, whether it be five members, ten members or twenty members, rest assured that the television and media went out and covered it. You take your guess and I will have mine.

As I said before—and I say it to you here and now—I told you before if we would ever consider getting back into the AFL-CIO it would come from a vote of the membership of the International Brotherhood of Teamsters, which I am not advocating.

(Applause.)

I can tell you—and I told the press—that I say to you this organization has never entertained the position of destroying the bosses, destroying the industries, that the workers will take over the industry. We know what has happened in Russia. We know what has happened or practically happened in England today. And I promise you as long as I have a drop of breath in my body no damned Communist group is ever going to infiltrate this Union.

(Standing ovation.)

So take that back, Mr. PROD, take this back to the Worker's Power, and we will get on with our convention and run this International Union for the benefit of the members represented here by the delegates.

(Applause.)

I'll tell you something else, there is only one International Brotherhood of Teamsters. There is only one International Union constitution. Anything else borders on dual unionism which smacks of scabbing in my trade union book.

I didn't work my way up through a rump group or dual unionism. I came up through the system which is our constitution, which is good enough for you and me, and by all that is holy, it's good enough for a watch pocket half full of malcontents. So much for PROD.

Now comes that old work horse, the Central States Pension Plan. It has been whipped with adverse publicity over the past two decades, and has been investigated by every Dick Tracy in the land. But, it just keeps plodding along, paying one of the highest benefits to retirees of any negotiated pension plan in the land.

I've already mentioned the benefit schedule, which is another reason for Teamster pride. Yes, many of our pension plans have identical or an even better benefit than the Central States Plan.

Yes, old Central States Pension Plan is accused of poor investment. If you believe the news stories, all the money not lost in poor investments has been looted, and retirees haven't been paid in years.

All I say is that millions and millions of Americans—including our critics, would dearly love to be participants in this plan, knowing that they would be secure in their retirement. And, that is the best recommendation of all for one of the best pension plans, in my estimation, in the world.

I can tell you there's only been seven per cent since the plan was put into effect, the Central States Plan, of the retirees who have requested retirement that were turned down, and there's no way we could get around it because the trust agreement called for regulation.

Well, so much for a few critics who remind us of the widow peeking out from behind drawn blinds of her living room and condemning the world from a very narrow view.

Well, we have much to do at this 21st convention of the International Brotherhood of Teamsters and I have of necessity already been very lengthy. You all have in your kits the Officers' Report to this convention covering the activities of the union over the past five years.

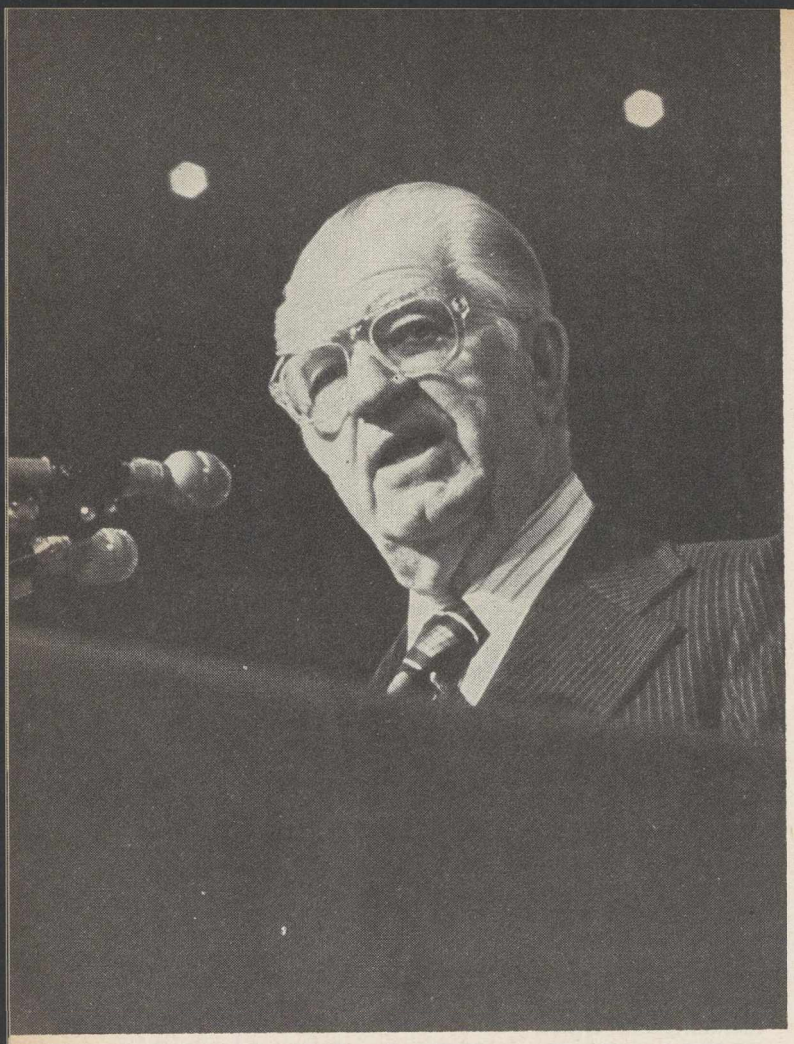
That is the record of officers of the International Union and, rest assured, we stand on that report.

So, with that, let me remind you that we must be guided in our deliberation with the welfare of more than two million rank and file members in mind. What we do here will set the course for another five years, and will facilitate or limit our ability to fulfill our obligation to America's workers.

Thank you for your attention. Congratulations for your accomplishments over the past five years, and let me say that I have every confidence that five years from now we will gather again proud of what we have done and satisfied that the Teamsters are without peer as an organization dedicated to the service of mankind.

Thank you.

(Standing ovation.)



General Secretary-Treasurer
RAY SCHOESSLING

Official Report

Union Funds At Work For Membership

"Teamsters are special because they accept any challenge and have the strength and unity to win. Not with any sense of arrogance, but because we are serving people."

FIRST, Frank, let me compliment you on a speech that I think will go down in history. I am proud that we have that speech recorded. I want to say that you have accurately reflected my thoughts in what you said.

I want to say before I make my report that in the Officers' Report for the past five years is a complete breakdown of our financial stability. I assure you there is no instability in it.

President Fitzsimmons, members of the executive board, distinguished guests and delegates to this greatest convention of the largest and most active union in the North American trade union movement:

I join with President Fitzsimmons in extending to all of you a most hearty welcome.

This is my first opportunity to greet you as your General Secretary-Treasurer.

It has been my pleasure and privilege to serve in this office since last January.

The constitution of the International Union provides that the General Secretary-Treasurer shall be the custodian of all the properties, funds, securities and assets of the International Brotherhood of Teamsters, wherever located.

I can report to you that the properties of the International Union are in good order.

All funds are properly accounted for, and your funds are at work in behalf of the membership of this great International Union.

In our time, we have had as my predecessors in the office of Secretary-Treasurer, John English, Tom Flynn and Dusty Miller.

They didn't see their role only as that of keeping the books and making sure that the checkbook was balanced.

They never evaded any problem affecting the membership.

They were Trade Unionists, first and foremost.

Their goal was to serve in any way that would advance

the welfare of our members and their families.

That is *my* goal as your General Secretary-Treasurer.

And what I have to say here today is in terms of making our union an even more effective instrument in service to working people.

That is why you are here—to see where we have been—to find out where we are—and to plan where we are going.

Yes, it is good to look back because it has been said that if we do not know our history, we will repeat our mistakes, but we cannot linger on the past because our union is a movement.

Movements mean change.

We are affected by everything that happens in our society.

We in this convention must resolve to strengthen our union so that we may resist the forces which would divide us, and make our influence felt wherever decisions affecting our members are made.

I am not here to discuss philosophy.

Teamsters deal in *facts*.

I know there are many facts—financial and otherwise—in the printed report of the officers.

I hope that all of you will examine the report carefully.

It represents the *truth* about your union and it is not designed to capture headlines.

We are proud of every line and figure in that report and we can justify every statement in that document.

We are not on the defensive here.

We have been probed . . . we have been examined . . . we have been checked by every agency with any authority, and we have been found the equal . . . yes—the superior of any union in the labor movement in terms of proper administration of the affairs of this International Union.

The *facts* . . . not the comments of the editorial writers or the radio and television commentators make us proud to call ourselves Teamsters.

Yes—Teamsters *are* special because they accept any challenge and have the strength and unity to win. Not with any sense of arrogance, but because we are serving people.

We are subject to attack because we are effective. Our primary job is to advance the economic, political and social welfare of over two million members and their families, and the millions of others who look to us for leadership.

I want to extend a special welcome to the more than 50% of our delegates who are here at their first convention.

They have much to contribute to the future of our union.

The fact that over half of our delegates are here for the first time proves that we are a genuinely democratic organization.

It proves, too, that the membership believes that those who serve this union should have the opportunity of retiring with decency and dignity.

As I have had the opportunity of meeting and greeting

"We cannot solve our problems as a trade union when some run to the newspapers or seek out the nearest microphone, or pose in front of cameras to attack our union and the officers."

"The facts, not the comments of the editorial writers or the radio and television commentators make us proud to call ourselves Teamsters."

many of these new delegates, I am encouraged by their energy and their ideas.

Those of us who have had the privilege of long service at all levels of our International Union are eager to share what we have learned with those who will one day be in the leadership of our Union.

We of our generation had the privilege of working with the pioneers who built this Union.

We must keep alive the links from one generation to the next.

Now I would like to give you some of my reactions to the operations of our Union from the standpoint of the Office of General Secretary-Treasurer.

As you know, the formal report covers primarily the period in which Tom Flynn and Dusty Miller served as General Secretary-Treasurer.

I came on board last January.

I am deeply grateful to General President Frank Fitzsimmons and the executive board for their expressions of confidence and support.

I have been moved by the enthusiastic expressions of congratulations and cooperation from our affiliates throughout the United States, Canada and Puerto Rico.

By working together, we can make the organization continue to grow in service, membership and influence.

There is no point here in burdening you with the financial details of operations in the past five years.

There are reports, charts and graphs which deal with where every cent came from and where every penny went.

I would like to make a brief overview on the basis of what I have observed since last January and in prior service as a member of the general executive board.

The State of your Union is good.

This is a tribute to the staff of the International Union which provides continuity.

The day-to-day operations of the Union are carried out by the 170 men and women at International Headquarters who are devoted to the Union and its purposes.

I want to thank all of them for their conscientious effort in behalf of our membership.

The printed report reflects the activities of the Teamsters' Affiliates Pension Fund, the Retirement and Family Protection Plan and the General Funds of the International Union.

All of the money is fully accounted for and all reserves are invested to provide income with security.

The General Secretary-Treasurer is responsible for the membership records of the International Union.

Many of our Local Unions have been hard hit by the recession.

Others are affected by changes in methods of distribution and manufacture.

Some of our Local Unions have faced layoffs because of the erosion caused by imports of goods produced in low-wage areas in the Orient and elsewhere.

In the face of these problems, the International Union has attained an average membership of almost two million.

This is a tribute to your organizing efforts and cooperation with the International Union, the area conferences

and the trade divisions and joint councils.

This has been achieved in the face of people outside our union attempting to create a negative image of our organization.

Workers evidently know what is best for them . . . and that is the International Brotherhood of Teamsters.

There is no ceiling to the potential growth of our International Union in membership.

We are not organizing just to have numbers; our purpose is to give workers who need a lift economic security to which they are entitled.

And I pledge to you, as your General Secretary-Treasurer responsible for the funds of this organization, that we will provide the resources and manpower to carry out our historic mission—to organize the unorganized!

That job will not be done alone in Washington, or in Toronto, or in Montreal, or in the headquarters of our Area Conferences—it is the continuing responsibility of every affiliated Local Union and Joint Council to organize.

You tell us your program and what you need.

You can be sure that you will have our enthusiastic support in ways that are practical and effective.

The printed report indicates that we are expanding our International Union Headquarters.

When our building was erected in 1955, there were 1,200,000 members.

I know that when your family grows, it is necessary to add rooms to your home.

We are providing not only for the growth we have achieved since 1955.

There will be space in our expanded headquarters to provide for the growth in membership and service you are helping to plan at this great convention.

This International Union has a great history.

I can remember when many local unions, including my own, kept their books in pen and ink.

These ledgers tell a wonderful story and I hope all of you will keep these records intact.

They are a reminder of how far we have come.

Now, we are using the accomplishments of the electronic and space age in our record keeping and communications.

I am referring to TITAN, which is the Teamster Information Terminal Accounting Network.

There is a complete display of the TITAN Operation at this convention and I urge all of you to see it.

This is the future in accounting and communication for the membership of our Union.

Participation in TITAN is voluntary.

Once the advantages have been explained, I am sure that all affiliates will find TITAN an important benefit to their operations.

We have just scratched the surface for the potential for the use of TITAN.

It can be your dues accounting system.

It is a filing system that provides instant information on the individual member and employer.

If you have a member transferring into your Local Union from a community across the continent, you can get full information on his membership record within six seconds.

You can change your mailing list instantly.

The TITAN operator can prepare rosters, give you a daily and monthly cash report, and obtain per capita and membership figures.

No other Local Union has access to your information and I want you to remember that.

"If our dispute with employers on the Master Freight Agreement had continued, there would have been costs of $10 million a week in out of work benefits."

TITAN can provide immediate communication for rapid exchange of messages between participating locals and the International Union.

TITAN has the potential of providing information from our bank of contracts and other vital economic material that will help in collective bargaining.

TITAN can be invaluable in the political activities of Local Unions.

We will be examining the potential of indicating whether a member is registered to vote, and even to indicate congressional district and other political facts.

We are not encouraging you to use TITAN because we have a special affection for machines.

We see TITAN as *just one more tool* to improve service to our affiliates and our membership.

Again, I urge you to see the TITAN demonstration and ask questions of the highly qualified personnel who have all the answers.

I am proud of our internal and field auditing personnel.

The entire staff—including International Union auditors—are there to help you.

They want to make sure that you have all the assistance necessary to meet the requirements of our constitution and the law.

The International Union wants to help all of you in the field to devote more of your time in service to the membership and organizing the unorganized, instead of being bogged down by the details of some of the outmoded bookkeeping methods which I have seen in many Local Unions.

We want to put the energy and ability of all of our people to the best possible use.

I know at this convention you will adopt policies and programs to guide your International Union through the next five years.

We cannot forecast what will happen in the future.

If the past is any guide, we must take a good look at our organization's financial picture.

Your union has been affected by inflation, just as each of our members and their families have had to face the problem of the booming increase in the cost-of-living.

There has been a total increase in our income from 1973 to 1975 of 11 per cent.

Expenses went up by 28 per cent.

Fortunately, we have highly competent investment advisers who are part of our organization.

They have made an excellent track record, and because of their foresight, we have been able to use investment income to pay for operation of the union.

We cannot depend upon income from investments to take up the slack.

We now have about $66 million in the defense fund.

If our dispute with employers on the Master Freight Agreement had continued, there would have been costs of $10 million a week in out-of-work benefits.

We notice more and more resistance by employers to the

"This convention is the supreme governing body of this union. This is the proper forum in which the government of the Teamsters' Union will be directed."

just economic and work condition improvements our members need.

The experts are telling us that we will have inflation of at least 6 per cent a year in the next five years.

Our auditors tell us that we are losing 11 cents per member per month on our operations.

The prospect is that this will increase considerably in the future if we maintain our income at the present level.

We do not have a cost-of-living adjustment that will help keep our union at full strength.

Many Local Unions are losing 80 cents per member per month on their operations.

That is a situation we cannot tolerate.

The very heart of our International Union is the quality of service by the Local Union.

We must take action here at this convention as we have in the past, to insure the financial stability of our Local Unions, so that they may be at top strength and efficiency to meet any challenge.

We must build our defense fund and provide the resources for many programs that will be adopted here at this convention and in the future.

We want every delegate to realize that it is essential to keep their organization functioning at a level that members of the Teamsters' Union deserve.

I know you will do what is necessary when the Constitutional Committee makes its report after thorough study of the financial prospects of the International Union and its affiliates.

We believe you want the members to continue to have first class service on the job, in collective bargaining and in every other phase of our operations.

Again, I urge you to examine the published financial report, so that you will be prepared to vote on the basis of the *facts* when the question of dues and per capita tax is before you.

Exactly five years ago at our International convention, General Secretary-Treasurer Flynn quoted these watchwords of the labor movement:

"Never harm a brother or see him harmed."

Tom then said, "That is but another way of saying . . . if they can't divide us, they will never beat us."

I would like to add these words which have been vital to labor throughout its history in this country.

"An injury to one is the concern of all."

Let us remember these words in all of our actions.

What we do and say is being watched closely, not only by the members of our International Union, but by the public through the United States and Canada.

We cannot solve our problems as a trade union when some run to newspapers or seek out the nearest microphone, or pose in front of cameras to attack our union and the officers.

There are no instant experts on what is good for the Teamsters.

Some people from the outside seek the help of anti-labor senators and congressmen who have voted against every bill to help workers . . . to divide . . . yes, even destroy this union.

The employers are the beneficiaries of this type of activity.

They use the distortions in the media to try to defeat our organizing campaigns and interfere with collective bargaining.

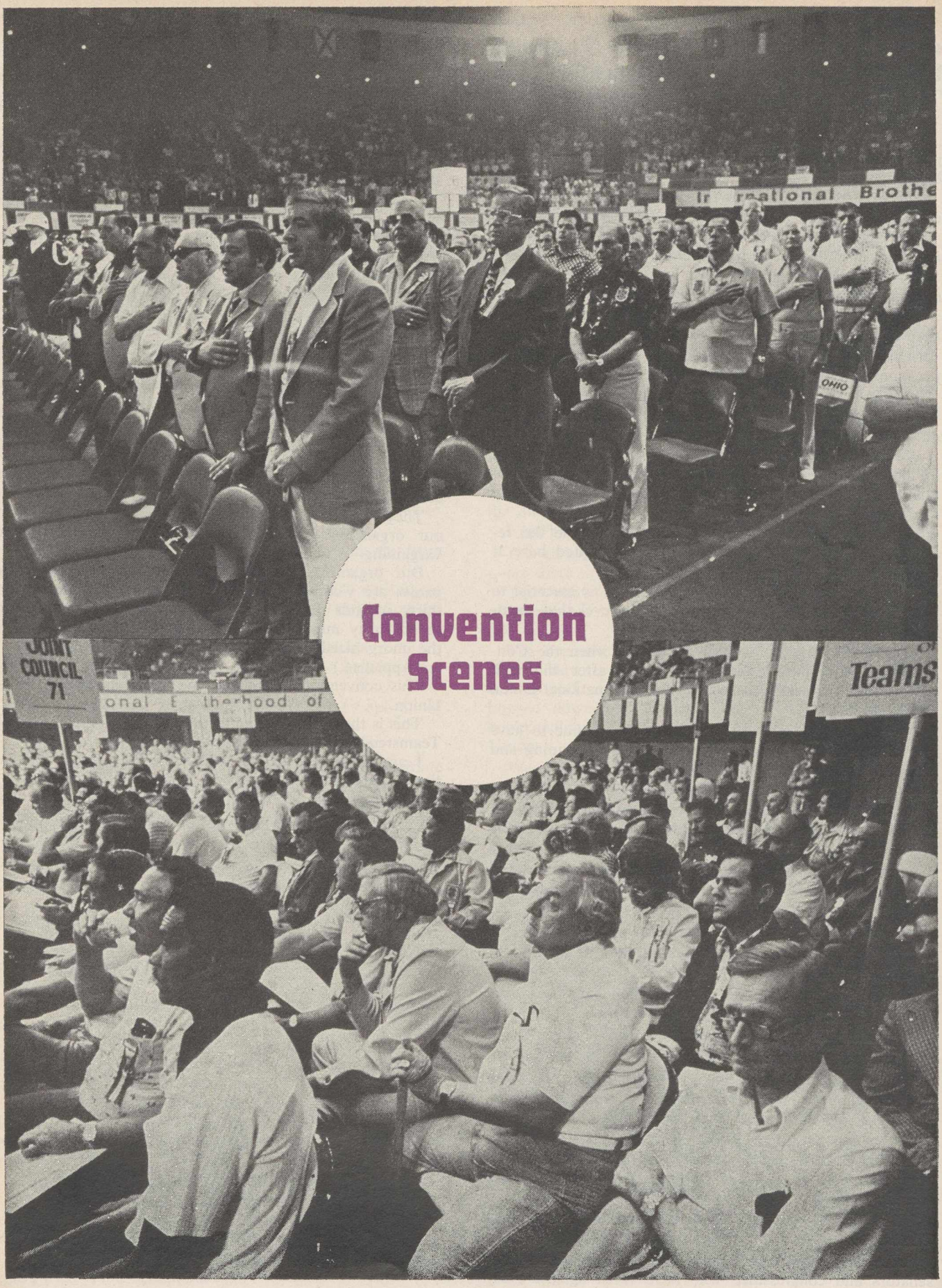
Our organizers in the field and workers in the companies are victims of media freaks who would rather get thirty seconds on television to denounce this union, than spend thirty minutes making house calls to help organize the unorganized.

(Applause.)

This convention is the supreme governing body of this Union.

This is the proper forum in which the government of the Teamsters' Union will be directed.

I am convinced that we will come out of this convention a better union—ready to meet any challenge . . . because you do represent the genuine good sense and loyalty of the members of the International Brotherhood of Teamsters.



Convention Scenes

21st Convention International Brotherhood of Teamsters



THE 21st Convention of the International Brotherhood of Teamsters, held June 14th through June 17th in Las Vegas, Nevada, proved to be not only one of the most successful, but the largest as well.

The 2,254 registered delegates represented the largest membership in the history of the union, as did the 491 registered alternates.

And, 4,489 guests were in attendance, helping to nearly fill the huge Rotunda of the Las Vegas Convention Center.

The following pages pictorially depict the action of the convention, its personalities, and its color and historic moments.

Conventi
Com



The Credentials Committee — Co-Chairmen Central Conference Director Roy Williams and John Lyons, secretary-treasurer Local 36.



The Constitution Committee—Co-Chairmen General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.



The Sergeant-at-Arms—Co-Chairmen International Union General Organizers Jackie Presser and Clyde Crosby.



The Officers' Report Committee—Co-ChairmenVice President William Presser and Western Conference Director M. E. 'Andy' Anderson.

ntion ommittees



The Rules Committee—Co-Chairmen Southern Conference Director Joseph Morgan and Walter Shea, administrative assistant to the general president.



The Resolutions Committee—Co-Chairmen Jack Jorgensen, secretary-treasurer Local Union 359, and Fred Roberto, secretary-treasurer Local Union 191.



The Appeals and Grievance Committee — Co-Chairmen Harold O'Brien, president Local 734, and George Flannery, secretary-treasurer Local 706.



Staff of the International Union gathered two weeks before the convention to make preparations. It is shown here preparing kits for more than 7,000 delegates, alternates and guests.



Registration of delegates, alternates and guests was orderly and long lines were avoided. Delegates are shown here checking their credentials. Co-Chairmen of the credentials committee were Central Conference Director Roy Williams and John Lyons, secretary-treasurer of Local 36, San Diego, Calif.



When registration was closed, 2,254 delegates, 491 alternates, and 4,489 guests had been processed through the registration lines.

The Chairman



General President Frank E. Fitzsimmons received high praise for his work as permanent chairman of the convention. He is shown here receiving the convention gavel from M. E. 'Andy' Anderson, IBT Vice President and chairman of the Western Conference of Teamsters, who served as temporary chairman. General Secretary-Treasurer Ray Schoessling adds his approval to the proceedings.



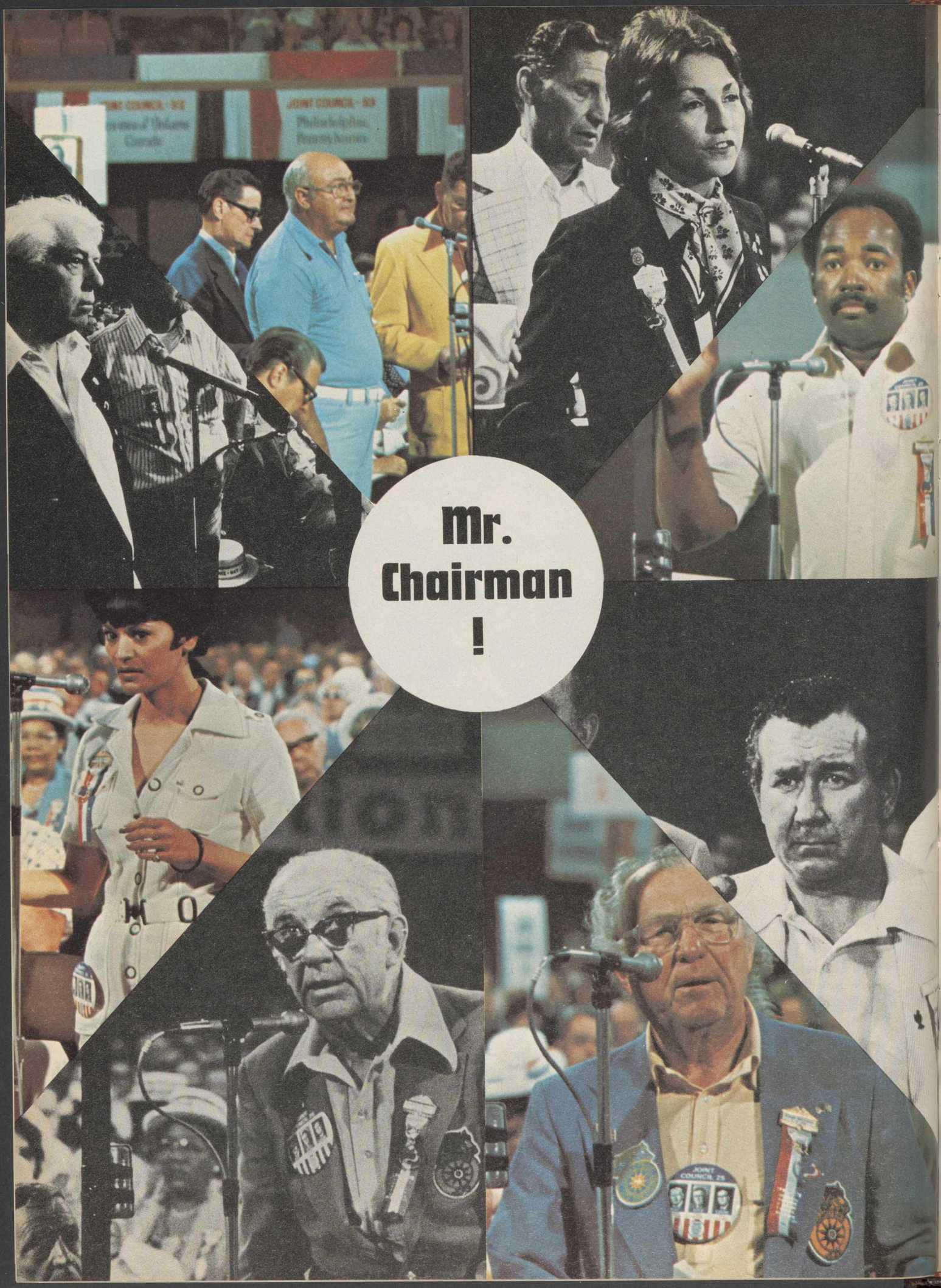
"I have found that when it comes to representing their members, Teamsters leaders are always prepared and professional."—*Secretary of Labor William Usery.*





"In this Bicentennial year we must rededicate ourselves to our national commitments—for full employment—for equal opportunity—for better living conditions—for a healthy environment. You in the labor movement have contributed directly to the establishment of these goals and I am confident you will continue to fight for these goals." — *Chicago Mayor Richard Daley.*




Mr.
Chairman
!

The General Exe



General President
FRANK E. FITZSIMMONS



John Ryan, secretary treasurer Joint Council 25 and president of Local 7
executive board elected at the 21st Convention of the Int



Vice President
GEORGE MOCK



Vice President
HAROLD GIBBONS



Vice President
JOSEPH TREROTOLA



Vice President
ROBERT HOLMES



Vice President
WILLIAM PRESSER



WIL

Vice President
EDWARD LAWSON



Vice President
WELDON MATHIS



Vice President
ARNIE WEINMEISTER



Vice President
M. E. 'ANDY' ANDERSON



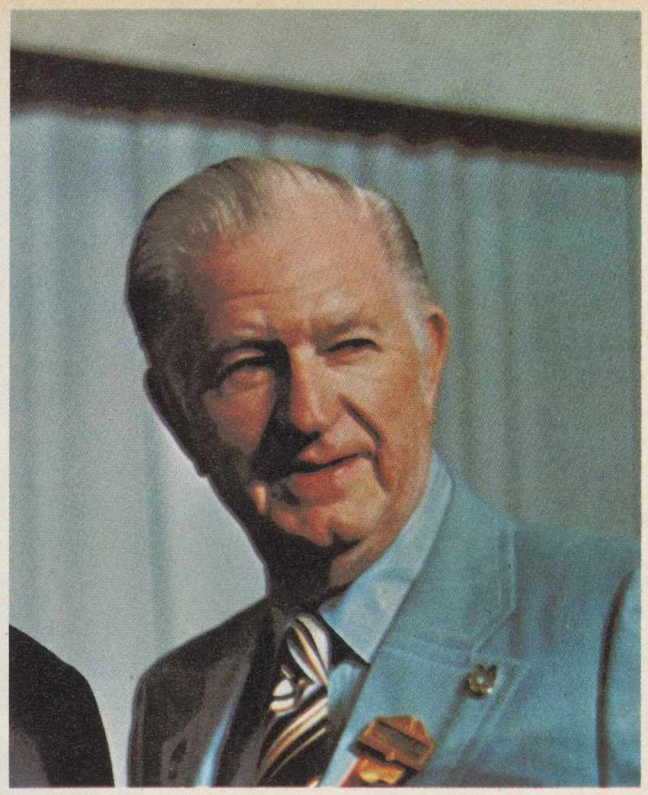
Vice Presider
LOUIS PEIC



Executive Board



of Local 786, administers the oath of office to the newly elected general of the International Brotherhood of Teamsters.



General Secretary-Treasurer
RAY SCHOESSLING



R

Vice President
WILLIAM MCCARTHY



Vice President
SAM PROVENZANO



Vice President
EDWARD NANGLE



Vice President
ROY WILLIAMS



Vice President
JOSEPH MORGAN

Vice President
LOUIS PEICK



Vice President
JOHN CLEVELAND



Trustee
FRANK MATULA



Trustee
MAURICE SCHURR



Trustee
JESSE CARR



At The Dais



Gracing the dais were wives of the general executive board. Shown here are Patricia Fitzsimmons, wife of the general president, and Josephine Schoessling, wife of the general secretary-treasurer.



Government officials, mayors, former Teamster officers, guests and staff are shown at dais during convention proceedings.



Dais guests stand as the clergy delivers the invocation.





Above, Mort Edelstein, member of Little City board of directors and syndicated columnist whose column 'Mort' originates in the *Chicago Daily News*, presented an award for Teamster support of the institution for retarded children. Presented by Robert Dachman, Little City executive director, Edelstein said: "On behalf of all Teamsters for work and ongoing efforts on behalf of these children . . . I thank you so much, President Fitzsimmons and Secretary-Treasurer Ray Schoessling."



Above, John McDonough, son of Tom McDonough, business agent from Teamster Local 389 in Los Angeles, Calif., was introduced to the convention by General President Frank E. Fitzsimmons.

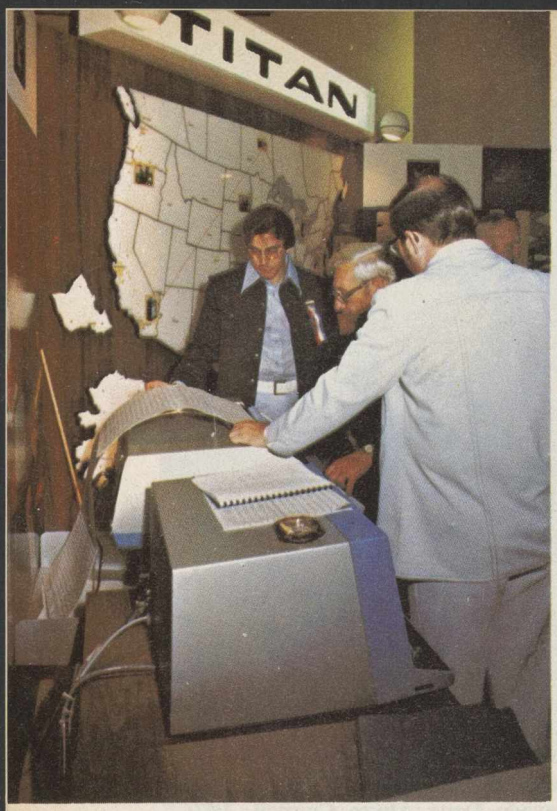
Above, Zelvin D. Loman, president Southern Nevada Drug Abuse Council, presented award to President Fitzsimmons. The plaque read: "Presented to Frank E. Fitzsimmons, International Teamsters, for outstanding service to the community, from Southern Nevada Drug Abuse Council, 1976."

Below, Dennis James, master-of-ceremonies for the TV game show "The Price Is Right," presented plaque to President Fitzsimmons on behalf of United Cerebral Palsy. The award read: "To F. E. Fitzsimmons and the Teamsters, whose concern for the handicapped has inspired Teamsters to serve the cerebral palsied as friends, fund raisers and compassionate Americans. For his commitment to the public good, the United Cerebral Palsy is privileged and proud to present this award of appreciation representing thanks and affection of the afflicted and their families." Signed, Bob Hope, National Chairman; Leonard Goldenson, Board Chairman; and Jack Hausman, co-founder, United Cerebral Palsy.

Below, Bob Douglas, New Orleans Saints, and Larry McCutcheon, Los Angeles Rams, presented General Secretary-Treasurer Ray Schoessling an award on behalf of the Better Boys Foundation. Douglas, member of the board of directors, said: "We believe we know why the Teamsters are at the forefront of almost every effort to improve the quality of life in America. Because you have led the fight to provide a life of dignity and security for the working men and women and you have succeeded. It is with your tireless and unending help that organizations like the Better Boys Foundation in Chicago will win our battle."

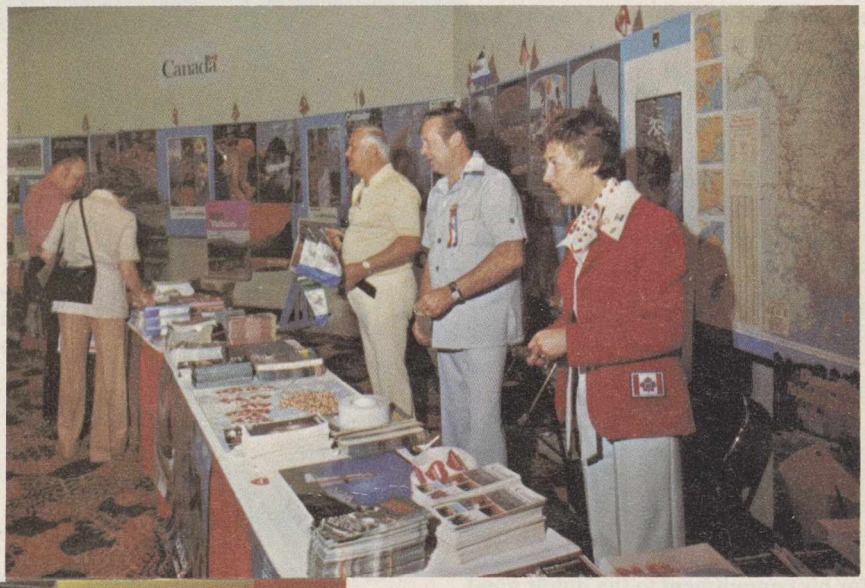








The IBT Safety and Health Department publicizes the protections of the Occupational Safety and Health Act. George Mernick answers questions for delegates.



Attractive displays decorated the lobby of convention hall. Above, Titan—Teamster Information Terminal Accounting Network. At right, display of Canadian Conference of Teamsters. Directly below, Teamster Farm Workers. Bottom left, Alaskan Teamsters. Bottom right, Jeannette Condolon, Legislative Director David Sweeney, and Micheline Birtz, at DRIVE exhibit.









Teamster General President Frank E. Fitzsimmons (at mike) is shown with members of the general executive board administering the oath of office to the newly elected policy committee members of the Canadian Conference of Teamsters. Swearing to the oath, from left to right, Larry Martin, Local Union 362; Ralph Fowler, Local Union 76; Peter Wilson, Local Union 464; Charles Thibault, Joint Council 52; Omer Malboeuf, Joint Council 91; Louis Lacroix, Local Union 1999; Joe Contardi, Local Union 879; Ed Zimmerman, Local Union 31; and Canadian Conference of Teamsters Director Edward Lawson.



Convention 'Regulars'

Sara Lynn Johnson was a toddler at the 1971 Teamster convention, in Miami Beach, but as picture at left shows, she was in the spirit of things. At right, she is six years old and attended the 1976 Teamster convention in Las Vegas with her two-year-old sister Rachel Ann. So, the spirit is still there, but doubled, and another convention or two, Sara and Rachel will be attending the Ladies' convention luncheon (shown below). Sara and Rachel are Granddaughters of Mr. & Mrs. Albert Johnson, Jr. Al Johnson is secretary-treasurer of Local 728 in Atlanta, Georgia.





Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling lead the general executive board into the luncheon for wives of convention delegates.



Sammy Davis, Jr., dropped in on the ladies' luncheon and received proper recognition. At extreme right is Norman Greene who oversaw and made things work for the convention arrangements committee, of which General Secretary-Treasurer Ray Schoessling was chairman.

Convention Resolutions Address Economic, Political, Social Needs

SOME 25 RESOLUTIONS, as important to all Americans as to Teamsters Union members, were passed by delegates at the 21st convention of the International Brotherhood of Teamsters.

Each resolve received unanimous or heavy majority approval. The subjects ranged far and wide from economic to political and through social matters vitally affecting the nation.

Of special note were resolutions on: Motor freight deregulation, full employment, national health care, grand jury reform and a national energy policy.

Following is a brief description of the resolutions:

MOTOR FREIGHT DEREGULATION—Resolved that the 21st convention of the International Brotherhood of Teamsters vigorously go on record in opposition to the deregulation of the trucking industry, and that the Teamsters Union use all its available resources to fight "this vicious and destructive proposal."

FULL EMPLOYMENT—Urging support for the Hawkins-Humphrey Bill, H.R. 50, to establish a national full employment policy and create the mechanisms needed to give meaning to the Full Employment Act of 1946.

NATIONAL HEALTH CARE—To petition the Congress and presidential candidates to publicly and explicitly endorse the Health Security Act known as the Kennedy-Corman bill to guarantee that every American has quality health care at a cost he or she can afford.

Be it further resolved that the International Brotherhood of Teamsters will actively support candidates who endorse the legislation and will oppose those who fail to endorse it.

GRAND JURY REFORM—Supporting congressional efforts to extend the Bill of Rights to the grand jury chamber and to free grand jurors from the domination of government prosecutors, because "the Teamster member realizes that no one man's rights are safe unless the rights of all men are respected. . ."

NATIONAL ENERGY POLICY—That Teamster leadership must continue an effort to assure reasonable prices for energy while encouraging development of increased competition in the energy industry through new sources and reasonable uses of energy products.

NATURAL GAS PIPELINE—To recognize the urgency of the United States energy dilemma and support construction of one of the several alternatives proposed for a pipeline to transport natural gas from Alaska to the contiguous 48 states.

FARM WORKERS—That the 21st convention of the International Brotherhood of Teamsters go on record as continuing to support the International Union and the Western Conference of Teamsters in efforts to organize and represent farm workers.

D.R.I.V.E. CHECKOFF — Resolved that the International Brotherhood of Teamsters and its affiliates commit themselves to the growth of the DRIVE (Democrat-Republican-Independent-Voter-Education) program by taking advantage of the federal law which now permits members to make voluntary financial contributions on a checkoff basis where such method is written into a collective bargaining agreement.

OPPOSITION TO S-1—Opposing passage of proposed legislation known as S-1 in the Senate and HR-3907 in the House and considered a threat to every American's political and personal rights. The resolution also supports updating the Federal Criminal Code in a manner to protect the rights of people.

PENSION LAW—Urging the current Legislative Oversight Committee of Congress, which is reviewing the substance

FULL EMPLOYMENT, HEALTH CARE, ENERGY DEREGULATION, THE HANDICAPPED, EQUAL OPPORTUNITY, RETIREES PROBLEMS CONCERN TEAMSTER DELEGATES

and procedures of the Employee Retirement Income Security Act, to simplify the law and reduce the unnecessary financial obligations to which pension plans and trustees are now subject.

LANDRUM-GRIFFIN LAW—Asking Congress to make an extensive review of the Landrum-Griffin Act with the aim of curbing judicial excesses which have occurred, to restore the right of union members to determine the term of office for their elected officers, and to continue the assurance of democratic rights of individual union members, unions and institutions—as well as protecting each from the excesses of the other.

REPEAL OF TAFT-HARTLEY ACT —Resolving that Teamsters work with the entire labor movement to continue efforts to seek remedial change and eventual repeal of the Taft-Hartley Act, replacing it with new and fair legislation modeled along the lines of the Wagner Act.

REPEAL OF 14(b)—That Congress be asked to repeal Section 14(b) of the Taft-Hartley Act, the President be called upon to support repeal legislation, and that all candidates for political office similarly be asked to support repeal of the section which permits so-called "right-to-work" laws to be passed by state legislatures.

EQUAL OPPORTUNITY FOR WOMEN WORKERS—To provide equal opportunity on the job for women workers and to encourage their participation at every level of the International Brotherhood of Teamsters, meanwhile, launching a national organizing campaign in areas of the labor force where women are concentrated.

HIRING HANDICAPPED WORKERS—The International Brotherhood of Teamsters should continue its efforts to encourage hiring of handicapped workers, notifying government officials of the Teamster concern, and working with proper agencies in furtherance of this cause.

RETIREE REPRESENTATION — That the International Brotherhood of Teamsters adopt as a major objective of legislative activity the enactment of federal legislation that would require companies to bargain with unions for the welfare of their pensioners.

RETIREE AFFAIRS—That the 21st convention of the International Brotherhood of Teamsters approve and support the establishment of an IBT Department for Retiree Affairs to assist and coordinate retiree and pre-retiree programs in our local unions and joint councils.

COMMUNITY SERVICES—That the 21st convention of the International Brotherhood of Teamsters recommend to the general executive board the creation of a Department of Community Services to work under the direction of the General President and to develop programs applicable at all levels of the International Union.

TRAINING PROGRAMS—That the general executive board of the International Brotherhood of Teamsters encourage the development and operation of programs which will provide training of officers at the local union level, and that every Area Conference consider the development of such programs for officers and business agents consistent with their respective needs.

FREIGHT STRIKE—Support of the Western Conference of Teamsters, its affiliated freight local unions and the striking employees of Associated Freight Lines, and urging all individual members and subordinate bodies within the International Brotherhood of Teamsters to lend whatever assistance they can.

PRESIDENT EMERITUS HOFFA—That the IBT general executive board expresses sorrow and regret because of the disappearance of General President Emeritus James R. Hoffa, expresses sympathy to the family and urges appropriate law enforcement agencies to vigorously and continuously pursue all possible avenues of inquiry and investigation to solve Hoffa's disappearance.

BLUE CROSS/BLUE SHIELD—Urging all Teamster affiliates and other trade unions to refuse to do business with Blue Cross/Blue Shield unless the firm acts immediately to remove the anti-union stain from its policies by ceasing litigation which is denying a decision on union representation to thousands of employees of Blue-Cross/Blue Shield in the Chicago area.

ALTON, ILL. LOCK-DAM—Urging Congress to authorize as quickly as possible the construction of an adequate and safe replacement for the present lock and dam at Alton, Ill.

KING COMMEMORATION — Endorsement and support of legislation commemorating the birthday of the late Dr. Martin Luther King, Jr., as a national holiday with appropriate recognition.

FLAG DISPLAY—That officials of Teamster local affiliates be requested to contact various trucking firms under contract and seek permission for the drivers, who so desire, to display an American flag.



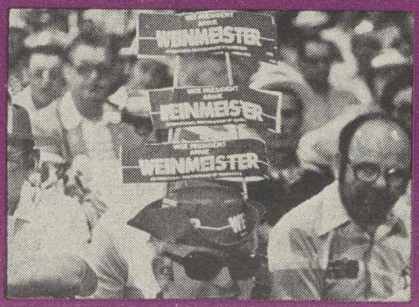








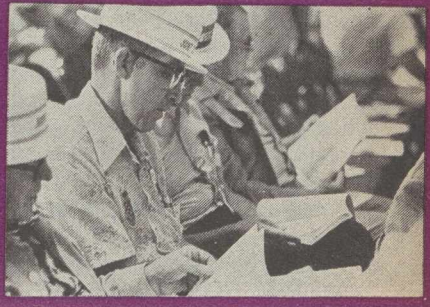
THE DELEGATION













Labor Secretary Usery

Labor Secretary Belongs to Labor Because He 'Believes'

EVEN though I don't have a Teamsters Card, I belong to this club because I believe in it," Secretary of Labor William J. Usery told delegates at the opening session of the Teamsters convention June 14 in Las Vegas.

The Secretary of Labor, a long-time friend of many in organized labor, was there to discuss his views on subjects as varied as the economy, the labor movement and the country's Bicentennial with the delegates.

Secretary Usery is no stranger to the Teamsters Union. Just recently he successfully arbitrated the National Master Freight Agreement on the government's behalf. Over the years I've had opportunities to work "closely with Fitz and a number of other leaders of Teamsters," he told delegates. "I have found that when it comes to representing their members, Teamster leaders are always prepared and professional." After days in negotiations with them, that was a high accolade.

Secretary Usery said he had every "confidence" that this country will pass the tests of improving the economy and increasing productivity "because of support of such great organizations such as yours.

"That confidence is also greater because of my experience with your negotiating team during this year's negotiations of the Master Freight Agreement in Chicago," Usery said.

"Your president and the entire union negotiating committee showed from the beginning that they were determined to bring to the members the finest contract possible.

"Through the days and weeks of tough bargaining, I could sense that while your leadership was seeking the very best for its members, they were also keenly aware of their obligation to the national interest.

"There is no doubt in my mind even with all the letters I got that the national interest is best served by letting the collective bargaining process, the free process in a free democracy work—by letting the parties dig out their own solutions to their own problems because they had to work with them.

"It is my sincere hope that this year's bargaining results have established the framework for the development of many years of labor-management peace and understanding between the Teamsters and the trucking industry," he added.

In his speech, the Labor Secretary also acknowledged the Teamsters' long, proud history of service and its tie to the nation's Bicentennial.

"It's a proper coincidence, I believe, that your 21st convention is being held during our Bicentennial year—and just a few weeks before we celebrate Independence Day," he told delegates.

"It is proper because your forebearers —those rugged individuals who hooked up a team of horses to a wagon in colonial times—made commerce in America possible.

"And from the humble beginning of the Team Drivers International Union of 1899—with its 18 locals and 1,200 drivers—you have grown to an organization of two-million members in hundreds of occupations, whose lives are made better through the conditions negotiated in 40,000 contracts.

"Those early teamsters, like the teamsters of today, made a mighty contribution to building and securing a system of economic liberty through private enterprise. . . . I don't know if you planned it this way, but your convention is opening on the same day that we pay honor to the symbol of our principle of freedom —the American flag."

Since the time when that first flag was commissioned, Usery told the delegates, the United States has grown into "a strong and dynamic republic committed to liberty and justice.

"The nation has been tested many times—militarily, economically, politically and socially. Each time we have met the challenge, and each time we have emerged stronger. You can be proud that your members have played an important part in the building of America."

As for the problems the country faces, Secretary Usery mentioned first the battle against double-digits in the past two years —"double-digit inflation, double-digit interest rates, and worst of all, nearly double-digit unemployment."

He noted the recent progress in this battle. "Inflation, which two years ago was running at a rate of 14 per cent a year, fell to a three per cent rate in the first four months of this year," he said. "The prime rate of interest—so important in the purchase of the equipment your members operate—has dropped from 12 per cent to seven per cent."

Unemployment has steadily dropped back to a level of 7.3 per cent. "Too high!" The number of working Americans and the Gross National Product are

both on the rise. The economy shows steady signs of improvement, he added, in enumerating the optimistic trend.

But, Usery warned, there "are still some nagging problems that must be resolved."

One of the major ones, he said, is the "delicate position" the country will be in "as long as we are dependent on foreign sources for a major supply of our oil and fuel.

"We imported 32 per cent of our petroleum supply from foreign sources in 1973," he pointed out. "Today we are importing 40 per cent, according to the Federal Energy Administration."

That danger will continue, Usery said, until some of the pressures are relieved by the flow of petroleum from Alaska, where your members are working in harsh climates around the clock to get that job done. Oil supplies under the Outer Continental Shelf, new sources of energy fuels, an effective conservation program—all these Usery suggested will "help dampen the potential for another fuel crisis until we have fully developed and placed in production other methods of securing petroleum—from coal and shale, for example.

"The uncertainty of supply, as well as the rising cost of fuel gives us an added incentive for getting the greatest possible benefit out of every gallon that we consume," he noted.

Another area where Usery said improvement could bring substantial rewards was that of increased productivity. "In the trucking industry, this translates into securing more efficient equipment, and using it more efficiently," he told delegates.

"If we should fail in our objectives in these two areas—well, it might be that we'll find ourselves back hitching up a team of horses to a wagon when there is a load to be hauled," he warned.

Secretary Usery added that General President Fitzsimmons' recent appointment as a director of the National Center for Productivity and Quality of Working Life should do much to encourage "labor-management cooperation to enhance productivity and a better quality of life for all working men and women."

"Bringing a better life to all Americans is what it's all about," he said. "The International Brotherhood of Teamsters and, yes, the United States Department of Labor . . . share that goal. . . . That's why we're here and that's what it's all about for all of us.

"Our obligation is to see to it that the torch of liberty that has been passed to us reaches future generations with a flame that still burns bright—a flame that will light the way for others, that our children and their children may have an even better way of life."



Mayor Richard Daley

Chicago Mayor Daley Asks America to Be Positive on Government

CHICAGO Mayor Richard Daley, citing such unresolved national goals as comprehensive health care and full employment programs, urged delegates to the 21st Teamsters convention to support their government at all levels, become active in the political process, and work for solutions through legislation.

"In this Bicentennial year," Daley said, "we find ourselves once again suffering from recession, inflation, unemployment and a national mood of discontent that cries for positive action leading to solutions from our national leadership.

But "there are no simple answers," the Chicago Mayor told delegates.

Citing the "unparalleled changes" the country has seen in the past three decades, Daley noted that many Americans have "turned away from today's realities because they have lost faith in the ability of science and technology to solve economic and social problems. . . . They are disillusioned by the seeming inability of our traditional institutions to exercise effective social judgment and sound management.

"In some ways, this inability to adjust to rapid change has led to a breakdown of the spirit and philosophy of our government.

"It has led to the growth of executive power in the White House that dominates Congress and thwarts our system of democratic representation and democratic government.

"It has led to a growth of federal bureaucracy . . . which only serve(s) to frustrate state and local governments and confuse the individual in red tape."

Despite these factors, Mayor Daley called on the Teamsters to continue their fight for the real priorities in national programs:

"1. A rising national income under conditions that would assure full employment for all those who want to work;

2. A national health program that would ensure every individual against illness and make available a decent standard of health care to all who need it;

3. A criminal justice system that would not only protect the rights of every person but also protect the general public interest;

4. A national welfare program which helps those who cannot help themselves and puts an end to the present self-defeating, self-perpetuating system;

5. A commitment to our senior citizens —to housing, medical care and dignity in our elderly years; and

6. A quality education for all."

"In this year of the Bicentennial, when we should be striving to strengthen the principles and spirit of the constitution, we see an attack on government and politics—an attack whose real design is to make it appear that the American people have abandoned their national commitment to the social and economic goals of the American society," he told the Teamsters.

"It is an attempt to divert the people from the real priorities.

"We need to recognize what is involved in achieving these goals," Daley said. "When people say they want good housing they mean they want several things including police protection, the ability to walk the streets without fear, decent behavior patterns by their neighbors so that they are not threatened by crime or vandalism or poor property maintenance. Any program must consider good schools, recreational facilities, shopping centers, transportation, adequate public services and rent and mortgages that people can afford. And when I say people want these kinds of goals, I mean all people—rich and poor—black and white—of every nationality and occupation.

Daley suggested that the Teamsters and all other Americans could best move toward these goals by "first supporting our form of government rather than tearing it down. Don't just oppose or be against," he urged. "Rather support, and have confidence in our government."

The failure to implement these goals isn't just a "failure of the politicians," Daley added. "Whether you change basic laws, extend boundaries or devise new forms of government, under our constitution, these can only be done through elected officials. It is in the world of politics wherein lies the greatest challenge of leadership.

"As we face the future, it is apparent that the challenges of today and tomorrow must be met by leadership working with people rather than by the organization chart, the electric brain, the drawing board and the laboratory."

The Chicago Mayor urged the Teamsters to rededicate themselves "to our national commitments—for full employment—for equal opportunity—for better living conditions—for a healthy environment. You in the labor movement have contributed directly to the establishment of these goals and I am confident you will continue to fight for these goals.

"Whatever decisions are made will be accomplished through the decision of those elected by ballot. It is through political leadership, responsive to the will of the people, and enlightened citizenry, that we can achieve the ideals of a democratic and free people.

"With the leadership of your great President Frank Fitzsimmons and Secretary-Treasurer Ray Schoessling, this great Teamster organization will continue to fight for a better society for all people."

'Worldwide Union Solidarity Needed'--ICF's Levinson

CHARLES Levinson, Secretary General of the International Federation of Chemical & General Workers Unions in Geneva, Switzerland, brought home to delegates the importance of the International Union's role in supporting union solidarity worldwide and its efforts to oppose the increasing threat multinationals pose.

Levinson thanked the Teamsters on "behalf of nearly six million workers organized in free democratic unions in over 65 countries," for the action programs they have assisted in developing on behalf of working people around the world.

"Never before," he said, "has the problem of international solidarity been as great.

"I'm one of those who believes today it is probably decisive, because of the tremendous transformation of our society which is making international solidarity an absolute indispensable part of our everyday trade union existence.

"Already today over 1,000 corporations that are now known as multinationals control nearly three-quarters of our production and sales of the western world. It is virtually impossible to put a name on any company called an American company, whether it is DuPont, General Motors in auto, or Exxon in oil, which doesn't have more production and employees outside of the United States than on the inside. Today they are in a position to refuse the effects of our collective bargaining, undermine our strikes, reduce living standards, and even threaten freedom by the fact that they no longer belong to any country.

"Their economic powers in reality have extended beyond frontiers and national boundaries," Levinson told those in the convention hall.

"Already I would estimate they are 50 years ahead of the responses of government. In many areas governments themselves also can no longer hope to contain the problems created by this structure."

Citing the decline of democracy around the world, and the present problems of inflation, growing unemployment, and of monetary crisis, Levinson said there is a need to find a "new form of action which is not merely the traditional ones that we have known in the name of solidarity.

"Therefore," he told the delegates, "we are developing with you, through your help and others, campaigns to strengthen our trade union brothers in Africa, Asia, and Latin America. We are seeking new forms of solidarity and collective bargaining, setting up councils for multi-nation companies, and you've been making a very important contribution to this international work.

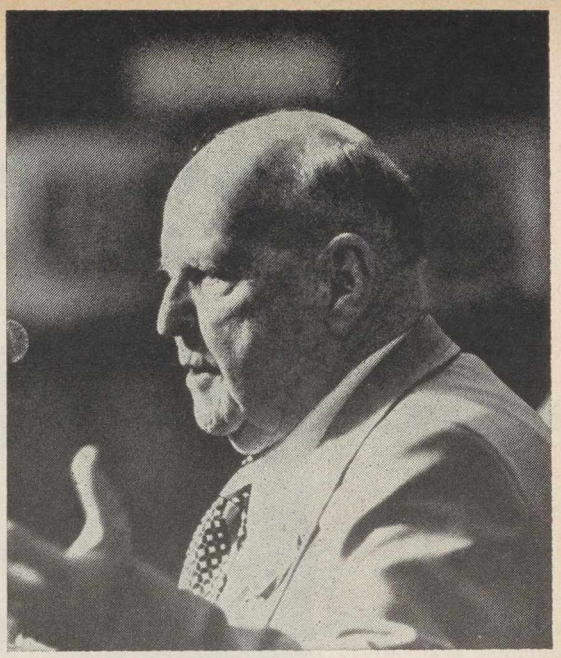
"We believe in new forms that are developing in what we call industrial democracies. In over 15 countries our brothers, our unions sit on the board of directors of the largest corporations. We intend that workers through their democratic unions participate fully in the decision-making process of big business to make certain that investment produces jobs, that profits produce justice, and not merely concentrations of monopoly at the expense of people for the benefit of bankers and small monopoly groups.

"We hope through this international approach of ours to extend this collective bargaining where we deal with problems not only in regard to wages and working conditions, but in regard to health and safety, in regard to all of the factors that you are concerned about like ourselves. We think only an international dimension can do this."

Levinson thanked the IBT for its support, saying that "we think that we are moving in the right direction.

"But perhaps more than any of the free trade types of international help and solidarity, by far the most important . . . is the tremendous achievement the labor movement, through movements such as the International Brotherhood of Teamsters, has created here in maintaining the highest living standards in the world for workers, the highest degree of social justice, and the highest degree of freedom. If you assure yourselves of that, I suggest you will have been making the greatest possible contribution to international solidarity, peace and justice."

Dave Beck Praises Internal Strength Of Teamsters



Dave Beck

ONE of the most rousing moments of the convention's first day came when former General President Dave Beck addressed the delegates, bringing them a message of solidarity and support.

Beck praised the union's growth over the past, saying: "It's impossible, without taking a great period of time, to even start to paint the picture of the tremendous accomplishments of this organization.

"This is a great International Union," he said. "This International Union is not an overnight affair. It goes back in history even preceding 1903.

"But it is enough to say that every day you're growing in strength, you're showing your mettle, going through this period of recession. We have gone through it before, come out of it, and grown, and we will do the same thing again."

Beck praised the current officers of the International Union, but pointed out to delegates that they share in the responsibility for the union's well-being.

"As I stated five years ago," Beck said, "It makes little difference, except for the administrative ability displayed by the holder of the Presidency of this organization, as to its progress. . . . He will only make the progress that he incites into the activity of organizing procedure, the guts of this organization, represented right out in front of me now (the delegates) and scattered across our union in every nook and corner of our jurisdiction."

Beck told the delegates that over the course of time, the representatives of the International Union will change constantly, as does the leadership of any organization or government. "Those who are active today will not be active tomorrow," he pointed out. But new members will keep infusing the union with restored vigor and new direction.

"So, we must depend upon the business agents, the secretaries, the joint councils, the trade divisions, and the conferences to do the physical constructive work of perfection of organizing, that the General President and the General Secretary-Treasurer administer."

From a practical membership of perhaps 500 before the first convention in 1925, he reminded delegates, the International Union has grown to more than two million members. "We adopted a physical structure of organizing, represented by conferences, later developed into national trade divisions, and we started to bring cohesive action into the organizing structure, the entire physical efforts of our organization from border to border and up through Canada and over into Alaska and our other domain, and we have continued to make progress. We can do this if we fight our fights within our union."

What I "want to impress upon you" though, he stressed, is that "we must never forget, regardless of what charges are made against our people, they are our people, and we're going to stay with them through thick and thin.

"And there's no leader in this American labor movement, or in any other phase of our social or economic system, that is worth the powder to blow him to hell that wouldn't stand up. You can get a million of them that are there when the going is smooth and you are cruising, but you only get one out of 10,000 that are in there punching when the going is rough, and that's when you need them.

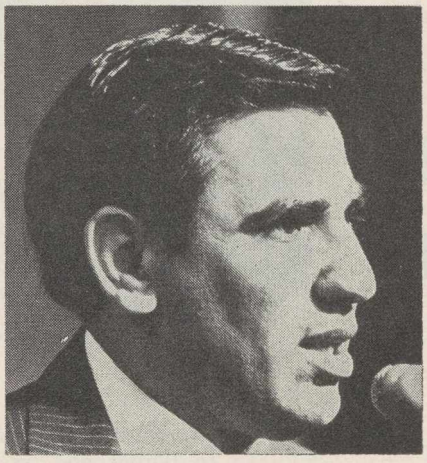
"We will never stop growing," he declared. "I predict right now that if that's (organizing) carried out to its highest point of fruition, we will pick up another half-million to a million members in the next five years."

Above all, Beck emphasized to the delegates, "If we have any internal problems, let us settle them through the constitutional power outlined in our constitutional authority.

"Sure, there's imperfection in the Teamsters Union; there's imperfection in our own selves because we're a human family," he acknowledged. "But with the leaders of the International Union directing the efforts, the union is going to continue to grow just as we grew" under previous leaders.

That it's future is bright is what his message was really about.

Georgine Calls for Cooperation To Meet Industry Resistance



Robert Georgine
President
Building Trades

WHEN Robert Georgine, president of the Building and Construction Trades Department, AFL-CIO, addressed the convention, his remarks were short, but his subject evoked a chord of response among teamsters working on construction projects.

Georgine told delegates of the cooperation the Teamsters and the Building Trades are extending to deal with problems facing the industry. "We are experiencing some of the worst times we have ever had in the Building Trades," he said. "We have been suffering double digit unemployment for the past 24 months. We have about a million construction workers unemployed. You, along with us, have many members unemployed in that particular industry that you work in."

Georgine added that the "time has come" to "join hands and to work together against one of our most serious problems and that is the owners and clients and management and contractors who don't want to use union workers, and forget about the little problems we may have between ourselves.

"I don't think there is any problem that arises between us that we can't work out across the table just by talking it over and sticking together," he added.

As an example of the cooperative efforts being made, Georgine told delegates of labor's solidified walkout when President Ford failed to enact the Common Situs Picketing legislation.

"For 25 years we tried to get it through the Congress. It never reached the floor of either house. . . . This last year we got it through both houses with the help of all of organized labor and with a great big helping hand from the Teamsters and we had a commitment from the President to sign that bill if we got it through.

"As many of you know, after we had it passed in both houses and brought it to his desk the forces of the Right to Work Committee and ultra-conservatives of his party convinced him that the best thing to do was to veto it," Georgine told delegates.

As a result of that veto, the members of the Collective Bargaining Committee for Construction decided that "after that breach of good faith by the Administration" and by the contractors involved who had "devoted all of their efforts and all of their energies to defeating what we thought was good for the industry—we decided to walk off that committee.

"I want to say that I was proud to have your General President, Frank Fitzsimmons, walk off with me side by side. I am deeply grateful."

Georgine encouraged the Teamsters to continue working with the Building Trades "side by side, shoulder to shoulder" for the best interests of both groups.

TEAMSTER'S SON SPEAKS AS UNDER SECRETARY

IN ONE of the shorter, but more touching speeches to the convention, Bernard E. DeLury, recently sworn-in assistant secretary of labor for labor relations, rose to greet the delegates and thank the Teamsters for their aid in "helping me to be in a position where I can help working men and women.

"What's good for the Teamsters is good for America and good for all working men and women in this country," the younger DeLury said after a movie shown to the delegates at the start of the Tuesday morning session.

DeLury is the son of John DeLury, president of Sanitation Workers Local 831 in New York City, and he took the opportunity to thank his father publicly for his help.

"I pledge to you, Pop, and to all the delegates here that I will do the best job I can for all workers under the oath of office I took," he promised from the dais.

President Fitzsimmons' reply probably encompassed those of the audience when he responded: "It's nice to have one of our own."

Young Lady Delegate Gets Big Ovation

TEAMSTER delegates, on the fourth day of the convention, got to their feet spontaneously to deliver an ovation for Jane A. Pikovsky, one of two delegates from Teamster Local 8 in State College, Pa.

Like other delegates, Sister Pikovsky was becoming weary of the pointless method by which one or two dissidents kept trying to retard the convention's business.

Finally, she came to the microphone and complimented the delegates and officers, ending with the suggestion that those who can't get along in the Teamsters Union might do well to leave it.

That's when the delegates roared with approval.

2.8 MILLION JOBS GO BEGGING AS $7.7 BILLION IN AUTHORIZED HIGHWAY CONSTRUCTION SITS IDLE IN GOVERNMENT COFFERS

Put Highway Funds to Work Says Highway Administrator

ON THE THIRD day of the convention, delegates were honored by another government visitor, Norbert T. Tiemann, who is head of the Federal Highway Administration.

Tiemann spoke to the delegates about two important subjects—the status of the Highway Trust Fund under the newly enacted Federal Aid to Highways Act of 1976 and a program now being devised, the International Registration Plan, which will allow drivers to use a single license plate for a single vehicle traveling anywhere in the United States or Canada.

While the Aid to Highways Act authorizes $17.6 billion dollars over a 27 month period for highway construction, it is only an interim solution until the "fate of the Trust Fund" can be determined, Tiemann told delegates.

". . . Today the States of this nation are sitting on $7.7 billion dollars of highway funds that have been authorized for expenditure and they are not spending it," Tiemann emphasized. Yet "for every billion dollars of highway expenditures we create about 400,000 jobs," he estimated.

Noting the plethora of reasons the states give for not using the funds, Tiemann urged the Teamsters to work to override such obstacles and get these potential funds and resulting jobs allocated.

"Together, the federal government, with industry, with labor, can create these jobs if we can put together the program and convince the people that these funds have got to be obligated for the progress of this nation," Tiemann said. "I call on you for help."

Tiemann mentioned another innovation planned, the proposed International Registration Plan, saying it could "make you (Teamsters) a lot of money."



Norbert T. Tiemann

"Everybody that has been involved in the matter of trucking across the nation has been bombarded with paper work . . . with the licensing procedures in every state being different," he told those assembled on the convention floor. Under the International Registration Plan, however, "we will be able to authorize a single license plate for a single vehicle to go wherever they want to go in the United States." He added that the plan involves Canada, as well.

A related program, the International Registration Information System, Tiemann said, would allow drivers to register with their motor vehicle administrator in their own states, tell him where they want to operate in whatever number of states they want to operate in, and then by means of a computer have him pay the various truck fees and gas taxes between the states.

Tiemann concluded by asking for the Teamsters' support of the new systems. "I would hope that, Mr. Chairman, we will be able to meet with a committee or committees from your good organization to explain how this thing works, so that we need your input," he told General President Fitzsimmons. "I think with that we can cut a lot of red tape. We can make a lot of money for you. We can get the trucking business into the proper profitable posture that it ought to be in, along with the highway building that I talked about earlier."

DRIVE Growth Is Subject Of Resolution

THE Teamsters Union political arm for more than 15 years has been DRIVE (Democrat-Republican Independent Voter Education), the subject of an important resolution passed at the 21st convention.

Delegates agreed unanimously that the International Union and its affiliates should commit themselves to the growth of the DRIVE program.

Such growth has been facilitated by a change in the federal law. It is now possible for members to make voluntary financial contributions to DRIVE on a checkoff basis when the collective bargaining agreement so permits.

The resolution noted also that the Teamsters Union, "largest and strongest trade union in the world," has the ability to elect and reelect public officials who will protect the rights of working people.

Teamster Convention Guests
A Cross-Section of American Life

GUEST introductions, brief appearances by visitors and messages from well-wishers were sprinkled through the proceedings of the 21st convention.

Besides introducing the wives of members of the general executive board and the International Union trustees, General President Frank E. Fitzsimmons—at various points through the 4-day convention—presented the names of honored guests as well as staff members of the IBT.

Among the introductions was the general executive board of the affiliated Laundry Workers International Union: John J. Fagan, general president; E. L. Abercrombie, vice president; Thomas W. Corrigan, vice president; Emilio Horton, vice president; Charles Naddeo, vice president; Frank A. Scalish, vice president; Martin White, Jr., vice president; Gus Zapas, business organizer, and Marvin Sacks, attorney.

Microphone appearances were made by: John Moran, Las Vegas Police Department; Richard Cordtz, Service Employees International Union; Bernard E. DeLury, Assistant Secretary of Labor for Labor Management Relations, son of John DeLury, president of Teamster Local 831; Robert Georgine, president of the Building and Construction Trades Department of the AFL-CIO; Norbert T. Tiemann, Federal Highway Administrator.

Communications were read from: Frank D. Martino, the International Chemical Workers Union; Howard Coughlin, president of the Office and Professional Employees International Union; Sen. Joseph M. Montoya of Arizona; Roy Brown, general president of the United Brick and Clay Workers; Peter Bommarito, president of the United Rubber Workers International Union.

Introduced by Fitzsimmons at various times through the course of the convention sessions were:

Arthur P. Gildea, Karl Feller and Thomas M. Rusch of the Brewery Workers Conference; David H. Stowe, chairman of the National Mediation Board; George S. Ives, member of the NMB; William E. Fredenberger, Jr., general counsel of the NMB;

Retirees Steve Schultz, Joseph V. Roach, Dave Prochette, Jack Schaffner, Walter DeMint, Joseph Volpo, Mary Pastore, John Cleary, Florence Prusturi, R. B. Bunch, William Grant, Charles Tyrrell, James Harham, Cletus W. Chapman, Ed Blackmarr, H. Ray Greene, Sam Krieger, John Sheridan, John Erjavce, Joe Caminetti, William Kaiser, Nelson Perugi, Charles Lanphier, Dominic Paduano, William Nobel, Bert Parker, Owen Riley, George Suttle, William Williams, Ray Yessa, Joseph Prebenda, Cam Ferrell, Arnold Alsten, Joseph Deilkes, Walter Ernst, Kenneth Watson, Edward Robinson, Joseph LaBarbera, Ben H. Sanders, Charles C. Henry, Fred Hofman, E. E. Hughes, Lawrence Steinberg, Fred Deitschle, John Durkin, Gene Carter, Frank Brewster, William Griffin.

Other retirees included: Edward Kordecki, William E. Condey, Gerhard Lillefloren, Arthur H. Lawrence, Eugene Blake, Samuel Patti.

Other guests were: Paul Allen, Riggers and Machinery Erectors Local 575; Frank Brown, Distributive Workers of America; Gene Bufalino, Distillery, Rectifying, Wine and Allied Workers International Union; Nicholes Cova, Riggers Union Local 575; Benjamin Feldman, general president of the International Leather Goods, Plastic, Novelty Workers Union; Martin Garber, Upholsterers International Union; Patrick Gorman, Amalgamated Meat Cutters & Butcher Workmen of North America; Kenneth Lyons, National Assn. of Government Employees; George J. Orlando, Distillery Workers; John Serpico, International Toy Workers Union; Samuel Talarico, Meat Cutters; Fred Burki, United Retail Workers Union, Julius Isaacson, International Toy Workers.

Employers Greg Aversa, P. M. Kristovich, Charles Martin, R. D. Robberson, C. R. Robinson, C. A. Waldron, Robert P. Lamere, Gus Reincke, Don Hunt, Art Flanigan, Evelyn Wheeler, Dale Herman, Jack Bushkin, Richard Metzger, Charles Buckridge, Anthony Kobak, C. A. Waldron, Leonard Bader, Jack Cassidy, James Hightower, John King, Richard C. Knapp, Daniel F. McKnight, James O'Connor, Richard S. Scheidt, Frank Bridge, Ralph Stewart.

Fitzsimmons also introduced Fred Fearer, William Lee, Mrs. Josephine Hoffa, Einar O. Mohn, Mrs. Ann Kotin, William Mullenholz, David Kaplan, Harry C. Herman, Clark Herman, Dr. William Wolf.

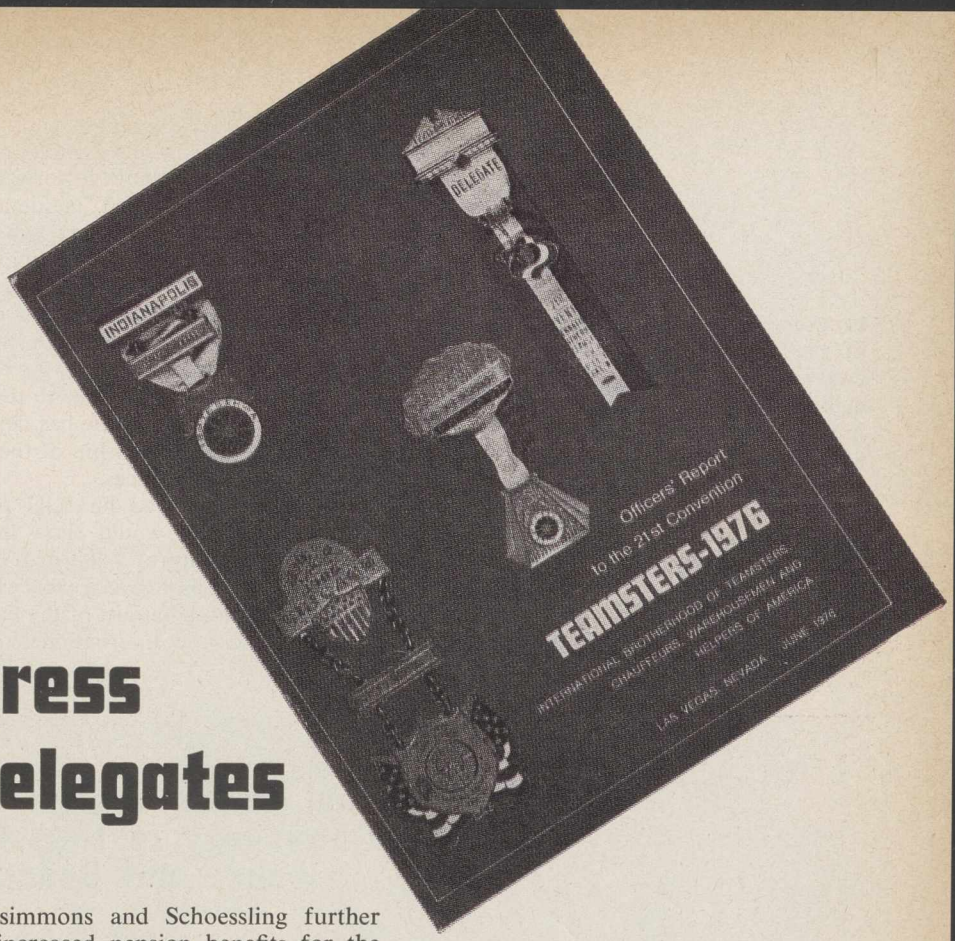
Widows: Marian Bolan (Vice President John Bacchus), Mary Calabrese (Vice President Dominick Calabrese), Emily Conklin (Gordon Conklin), Alice Brennan (Vice President Owen Brennan), Mildred Flynn (General Secretary-Treasurer Thomas E. Flynn), Marge O'Brien (Vice President Sandy O'Brien), Katherine English (General Secretary-Treasurer John English), Mrs. Paul Priddy, Mrs. Charles Winters.

Government and foreign officials: Louis G. Mendez, Jr., U.S. Office of Education; John Killackey, City of Chicago; Douglas G. Talintyre, British labor counselor; Gil Shaal, Israeli labor attache; Gabriel Gillotti, regional OSHA official; James T. Hughes, Department of Labor regional director; John Leslie, Department of Labor; Wayne Morvitz, joint labor-management committee of Food Employers; Douglas Marchant of the Labor-Management Services Administration; Philip Ray, joint labor-management committee; Alan Schroeder, Canadian labor counselor, Al Weiss, Assistant Secretary of Labor.

Also introduced were: Bill Barry, Joseph Benetta, Harry Bier, Neale Buchanan, Charles Caldwell, Lionel Carpel, Didi Carson, Robert Dachman, Allen Dorfman, Mrs. Paul Dorfman, Harry Friedman, Dan Fuqua, James Heimbaugh, Ralph Hill, A. J. Horner, Irwin Klass, W. H. Lewis, Richard Luketat, W. B. Mann, Robert Parent, Alda Passalagua, Frank Richardson, J. J. Rogers, Samuel Simpkin, Joseph Tranfo, Jerry Wenig, Steve Watchmaker, Joe Prebenda, Ed Garland, Megs Perugi.

Introductions on the fourth and final day of the convention included:

John S. Irving, general counsel of the National Labor Relations Board; Lowell Johnson; George Orlando, general secretary-treasurer of the Distillery Workers; Jim Kemp; Bob Cooper; Walter J. Ernst; Thomas Gleason, president of the International Longshoremen's Association.



Officers' Report Details IBT Progress To Convention Delegates

EVERY Teamster delegate to the 21st convention received a copy of the Officers' Report upon registration to bring them up to date on the affairs of the International Union over the past five years.

Joining in a message of welcome on the first page of the report were General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.

Together they wrote:

"We can report to you an ever-increasing membership.

"We can report record gains in wages, hours and working conditions in pattern-setting national agreements.

"We can report on the issuance of new charters to local unions serving workers in almost every walk of industrial life and in the service trades. It is progress to be able to say that we are not so parochial that we recognize only the needs of workers in a single industry or trade."

Other marks of progress cited by Fitzsimmons and Schoessling were:

Chartering of the Canadian Conference of Teamsters; building expansion at the International Union headquarters in Washington, D.C.; establishment of two new IBT departments since the 1971 convention—the Department of Safety and Health and the Department of Government Relations. There also has been a merger effected with the AFL-CIO Brewery Workers coming into the Teamsters.

Fitzsimmons and Schoessling further cited increased pension benefits for the membership and greater participation in TITAN, the Teamster Information Terminal Accounting Network—a computerized bookkeeping system—as other examples of progress.

Each officer also presented his own individual report to the membership.

The General President noted the difficulties involved in attempting to assess the state of the union today for the reason that the nation has been "racked by political crisis, an energy crisis, and an economic crisis" at different periods in the past five years.

"Standard tests of internal progress become a bit blurred and murky when mixed with external influences which have such a vital effect upon the well-being of our more than two million members," Fitzsimmons wrote.

Despite inflation, a bout of wage-price controls, fuel shortages, high unemployment and other forces battering the union as well as Americans as a whole, Fitzsimmons said, "we can say that because of the traditional vitality of Teamster organizing efforts, our membership has not decreased appreciably."

However, he noted, many smaller local unions have fallen upon hard times, sometimes necessitating mergers of affiliates. Gaps in local union leadership, through death and retirement, also have had an effect upon the affiliates.

"All of the above mentioned circumstances," said Fitzsimmons, "have contributed to make collective bargaining and representation of the membership difficult."

The International Union also has found itself faced with the threat of deregulation of the trucking industry, which if it came to pass, would create chaos in the industry for union members and employers alike. This threat remains, noted Fitzsimmons, and will concern the International Brotherhood of Teamsters until deregulation is no longer a viable issue.

Changes in federal law, Fitzsimmons wrote, have had an impact upon the International Union. He cited the Employee Retirement Income Security Act (ERISA) as a prime example. He said the law's requirements have raised the prospect that "the cost of compliance will cut the pay raises of many workers this year and next."

Fitzsimmons reminded the delegates that history had a way of repeating itself in terms of bad publicity concerning the Teamsters Union, that it "increases in direct proportion to the nearness of our International convention every five years.

"We witnessed this phenomenon prior to our 1957 convention," remarked Fitzsimmons, "and subsequently in 1961 and 1966 and 1971. We have witnessed it again this past year."

He declared that the "phenomenon" had a distinct pattern which made it possible for politicians with anti-union records to start drumming up resolutions to

Progress in bargaining was outlined in the Officers' Report to the 21st convention by the chart below which details gains in wages and benefits in the Master Freight Agreement. This is a pattern setting agreement.

investigate the Teamsters. In spite of such attacks, the IBT continues to forge ahead.

Fitzsimmons discussed in detail the improvement in wages, hours and working conditions of the membership since the 1971 convention; membership and organization, and the activities of the International Union's various departments.

General Secretary-Treasurer Schoessling, in his individual report to the delegates, zeroed in on what he has described as his particular stewardship of the International Union—finances.

A review of related financial reports, wrote Schoessling, would show that the International Union's "net worth has increased in the past five years." He referred to accredited audits of the financial conditions of the International Union, The Teamster Affiliates Pension Fund and The Retirement and Family Protection Plan.

However, Schoessling emphasized, "almost the entire amount of the increase resulted from net income from investments which had been accumulated in previous convention periods.

"Your International Union," declared Schoessling, "has had the identical problems with inflationary costs that you have had at your home and at your local union."

He continued:

"We have seen a reduction in the purchasing power of our assets of 40 per cent during the past five years; we are struggling with higher costs to maintain

National Master Freight Contract
A Chronology of Negotiations, Wages and Benefits

DATE	WAGES	COST OF LIVING	TOTAL WAGES	DATE	PENSION CONTRIBUTIONS	HEALTH & WELFARE CONTRIBUTIONS
4/67	25¢		62¢	1967	$3.00	$4.20
4/68	15¢	3¢				
4/69	15¢	4¢				
4/70	35¢		$2.01	1970	$1.00	$1.00
7/70	15¢					
1/71	40¢			1971	$1.00	$1.00
7/71	25¢	8¢				
1/72	25¢			1972	$1.00	$1.00
7/72	25¢	8¢				
1/73	20¢			1973	$1.00	$1.00
7/73	35¢		$1.17	1973	$3.00	$3.00
7/74	30¢	11¢		1974	$2.50	$2.50
7/75	30¢	11¢		1975	$2.50	$2.50
4/76	65¢		$1.65 + Cola	1976	$3.00	$3.00
4/77	50¢	Unlimited Cola		1977	$3.00	$3.00
4/78	50¢	Unlimited Cola		1978	$3.00	$2.00



More and more local unions are taking advantage of TITAN, Teamster Information Terminal Accounting Network. Terminals, like the one shown above, connect to the IBT master computer in International Union headquarters.

the current level of services, and, if the economists are right about the next five years, our assets will suffer 6 per cent per year reduced purchasing power."

Schoessling, who during the course of the business sessions vigorously supported a dues increase, stated the following conclusion in his personal report:

"We have been hurt by the recent inflation, we have programs now that demand support, and many of the financial pressures of the future are already recognizable. I am confident that you and your fellow delegates are discerning enough to respond accordingly."

The remainder of Schoessling's report was amply illustrated with graphs to show the various financial aspects of the International Union record at a glance. It also dealt with membership statistics, educational grants and scholarships, bonding and data processing.

The 56-page Officers' Report, in short, served as a primer for the 2,254 delegates. It provided a base upon which to begin work and offered factual material to increase their intelligence upon problems of the past and present so that the best possible decisions could be made for the future.


Convention
Scenes
JOINT
COUNCIL 25
FITZSIMMONS
GENERAL PRESIDENT
SCHOESSLING
GEN'L. SECY.-TREAS.

Convention Committees Do Yeoman Work

Making a convention the size of the 21st convention of the International Brotherhood of Teamsters go smoothly takes months of preparation, not the least of which is done by convention committees.

Members of committees for the 21st convention of the Teamsters gathered in Las Vegas as early as two weeks before the proceedings began to do their work.

Although a simple listing of their names does not portray the work they did, the praise of General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling, along with accolades of the delegates tell the true story of the yeoman work committee members performed. They were:

APPEALS AND GRIEVANCES COMMITTEE

Co-Chairmen

Harold O'Brien, Local 734, Chicago, Ill.

George Flannery, Local 706, Chicago, Ill.

Members

John Armand, Local 128, Pittsburgh, Pa. Robert Barnette, Local 406, Grand Rapids, Mich. Joseph L. Bernstein, Local 781, Chicago, Ill. Elijah Buffington, Local 743, Chicago, Ill. Patsy Crapanzano, Local 27, New York, N.Y. Umberto Cruz, Local 59, New Bedford, Mass. Frank DeBratto, Local 584, New York, N.Y.

Howard G. Fortier, Local 974, Minneapolis, Minn. General Organizer Norman Goldstein, Washington, D.C. Marvin L. Griswold, Local 2707, Los Angeles, Ca. William D. Joyce, Local 710, Chicago, Ill. Roy C. Lane, Local 200, Milwaukee, Wisc.

John Leggieri, Local 928, Los Angeles, Ca. Dave Lovinger, Local 812, Scarsdale, N.Y. Chuck Mack, Local 70, Oakland, Ca. Charles T. Madden, Local 544, Minneapolis, Minn. Marshall McDuffy, Local 525, Alton, Ill.

Thomas Sasso, Local 863, Newark, N.J. Walter Schuler, Local 337, Detroit, Mich. IBT Trustee Maurice R. Schurr, Local 929, Philadelphia, Pa. Fred H. Wehde, Local 524, Yakima, Wash.

ARRANGEMENTS COMMITTEE

Chairman

General Secretary-Treasurer Ray Schoessling, Washington, D.C.

Members

Joseph Bernstein, Local 781, Chicago, Ill. Norman Greene, Central Conference, Chicago, Ill. Vice President William J. McCarthy, Boston, Mass. Vice President Joseph W. Morgan, Hallandale, Fla.

Donald Peters, Local 743, Chicago, Ill. Vice President Salvatore Provenzano, Union City, N.J. Richard Thomas, Local 995, Las Vegas, Nev.

CREDENTIALS COMMITTEE

Co-Chairmen

Vice President Roy L. Williams, Kansas City, Mo.

John Stacy Lyons, Local 36, San Diego, Ca.

Members

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General Organizer Robert Flynn, Bethesda, Md. Alvin G. Grey, Local 196, Los Angeles, Ca. Earl L. Houston, Local 63, Los Angeles, Ca. James Jesinski, Local 200, Milwaukee, Wisc. Albert J. Johnson, Local 728, Atlanta, Ga. Charles J. Kirschbaum, Local 147, Des Moines, Iowa. Charles Lewczyk, Local 449, Buffalo, N.Y.

Horace E. Manning, Local 104, Phoenix, Ariz. Norbert F. Miller, Local 386, Modesto, Ca. H. L. Payne, Local 519, Knoxville, Tenn. John L. Smith, Local 869, Wilkes-Barre, Pa. Charles Thibault, Local 938, Mississauga, Can. (Ont.). G. Sam Webb, Local 612, Birmingham, Ala.

CONSTITUTION COMMITTEE

Co-Chairmen

General President Frank E. Fitzsimmons, Washington, D.C.

General Secretary-Treasurer Ray Schoessling, Washington, D.C.

Members

Bernard Adelstein, Local 813, New York, N.Y. Vice President M. E. Anderson, Burlingame, Ca. General Organizer Joseph W. Ballew, Washington, D.C. General Organizer Theodore R. Cozza, Pittsburgh, Pa. Neil Dalton, Local 486, Saginaw, Mich. Joseph M. Edgar, Local 162, Portland, Ore. Barry Feinstein, Local 237, New York, N.Y.

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L. E. Olds, Local 690, Spokane, Wash. Vice President Louis F. Peick, Chicago, Ill. Donald Peters, Local 743, Chicago, Ill. Wendell Phillips, Local 484, San Francisco, Ca.

Vice President William Presser, Cleveland, Ohio. Vice President Salvatore Provenzano, Union City, N.J. General Organizer George Rohrer, Salt Lake City, Utah. Kenneth Silvers, Local 651, Lexington, Ky.

General Organizer Walter W. Teague, Auburndale, Fla. Vice President Joseph Trerotola, New York, N.Y. Vice President Arnie Weinmeister, Seattle, Wash. Vice President Roy L. Williams, Kansas City, Mo.

READING CLERKS

General Organizer John J. Greeley, Washington, D.C. Sam E. Smith, Local 795, Wichita, Kansas. Paul Steinberg, Central Conference, Chicago, Ill.

OFFICERS' REPORT COMMITTEE

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Vice President M. E. Anderson, Burlingame, Ca.

Members

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Fred J. Roberto, Local 191, Bridgeport, Conn.

Members

James M. Beros, Local 595, Washington, Pa. Frank DeBrouse, Local 639, Washington, D.C. Rocco DePerno, Local 182, Utica, N.Y. Anthony Distinti, Local 277, New York, N.Y. Edwin Dorsey, Local 618, St. Louis, Mo. Thomas Fagan, Local 249, Pittsburgh, Pa. Nicholas Giraffa, Local 732, New York, N.Y.

George G. Hall, Local 166, San Bernardino, Ca. Arthur King, Local 285, Detroit, Mich. Pete Kurbatoff, J.C. 42, Los Angeles, Ca. Alex Maheras, Local 208, Los Angeles, Ca. Bernard J. Marcus, Local 169, Philadelphia, Pa. Robert E. Moran, Local 471, Minneapolis, Minn.

John Pisano, Local 443, New Haven, Conn. Michael J. Riley, Local 986, Los Angeles, Ca. Dale Robberstad, Local 116, Fargo, N.D. J. M. Robilotto, Local 294, Albany, N.Y. Karl Rogers, Local 541, Kansas City, Mo.

Robert E. Schlieve, Local 563, Appleton, Wisc. Donald I. Sutton, Local 452, Denver, Colo. Charles Ullrich, Local 202, Bronx, N.Y. Anthony Vavrus, Western Conference, Burlingame, Ca. Ervin M. Walker, Local 449, Buffalo, N.Y. Luther Watson, Local 480, Nashville, Tenn.

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Co-Chairmen

Vice President Joseph W. Morgan, Hallandale, Fla.

General Organizer Walter J. Shea, Washington, D.C.

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John Hoh, Local 3, Brooklyn, N.Y. Eugene B. Hubbard, Local 246, Washington, D.C. Alexander J. Hylek, Local 251, E. Providence, R.I. Ray D. Johnson, Local 638, Minneapolis, Minn. William McCollum, Local 310, Tucson, Ariz. Lawrence McDermott, Local 641, Jersey City, N.J. Thomas C. McFarland, Local 554, Omaha, Neb.

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George Valery, Local 170, Worcester, Mass. Harry J. Wilford, Local 238, Cedar Rapids, Iowa. George Wither, Local 247, Detroit, Mich. Harold Yates, Local 120, St. Paul, Minn.

SERGEANTS-AT-ARMS

Co-Chairmen

General Organizer Clyde C. Crosby, Portland, Ore.

General Organizer Jackie Presser, Cleveland, Ohio.

Members

Jack Alexander, Local 81, Portland, Ore. Ernie Anderson, Local 507, Cleveland, Ohio. Michael Bane, Local 614, Bloomfield Hills, Mich. Joseph Bates, Local 41, Kansas City, Mo. Louis J. Bottone, Local 107, Philadelphia, Pa. Lawrence Brennan, Local 337, Detroit, Mich.

James Burns, Local 429, Reading, Pa. Sam Canino, Local 705, Chicago, Ill. Alfred Chandler, Local 87, Bakersfield, Ca. John Cika, Local 507, Cleveland, Ohio. E. J. Clark, Local 882, Seattle, Wash.

Vice President John Cleveland, Local 730, Washington, D.C. W. D. Clouse, J.C. 56, Kansas City, Mo. R. A. Collison, Local 24, Akron, Ohio. Dan F. Darrow, Local 348, Akron, Ohio. Joe Davis, Local 684, Eureka, Ca.

John Dwyer, Local 641, Jersey City, N.J. William Dykstra, Local 856, San Francisco, Ca. James Easley, Western Conference, Los Angeles, Ca. Lou Edwards, Local 637, Zanesville, Ohio. John J. Felice, Jr., Local 293, Cleveland, Ohio. Jack Fennelly, Local 559, Newington, Conn. Richard Fitzsimmons, Local 299, Detroit, Mich.

Stanley Francis, J.C. 56, Kansas City, Mo. Earl B. Grayhek, Local 299, Detroit, Mich. Charles Gustafson, Local 744, Chicago, Ill. Gunder Hansen, Western Conference, Los Angeles, Ca. General Organizer Thomas High, Los Angeles, Ca. Robert Holmes, Jr., Local 337, Detroit, Mich.

Anthony Hughes, Local 507, Cleveland, Ohio. John Irby, Local 507, Cleveland, Ohio. General Organizer Edward Doc James, Gary, Indiana. General Organizer Charles H. Jones, Dallas, Tex. Steve Kapelka, Local 507, Cleveland, Ohio. Dudley Lightell, Local 768, Hayward, Ca. Thomas J. Malloy, Local 281, Portland, Ore.

Stephen P. Martin, Local 578, Los Angeles, Ca. Robert N. Meidel, Local 734, Chicago, Ill. Charles T. Morris, Local 676, Collingswood, N.J. D. L. Nabors, J.C. 56, Kansas City, Mo. Elias Namey, Local 401, Wilkes-Barre, Pa. General Organizer Charles O'Brien, Hallandale, Fla.

B. H. Pannell, Local 886, Oklahoma City, Okla. Paul Parker, Local 385, Orlando, Fla. General Organizer A. W. Parker, Houston, Tex. Abe Price, Local 138, Long Island City, N.Y. Ralph Proctor, Local 299, Detroit, Mich. Thomas Reynolds, Local 560, Union City, N.J.

Edward W. Rice, Local 135, Indianapolis, Ind. James A. Schoessling, Local 744, Chicago, Ill. Dennis Shaw, Local 670, Salem, Ore. Frank Sheeran, Local 326, Wilmington, Del. Fred H. Slocum, Local 710, Chicago, Ill.

Jack Spero, Local 641, Jersey City, N.J. Rudy Tham, Local 856, San Francisco, Ca. John N. Thibeau, Local 717, Chicago, Ill. Larry Thomas, J.C. 53, Philadelphia, Pa. Karl H. Ullman, Local 495, Los Angeles, Ca. Dwayne Unke, Local 381, Santa Maria, Ca. Edward Zimmerman, Local 31, Vancouver, B.C.

50 YEARS AGO

Vol. XXIII *(From the July 1926 issue of the TEAMSTER)* Number 7

EDITORIAL

Without a doubt you have read at various times the statement given out by many large employers that they are willing to deal with their own individual employes but with no one else. This is the usual attitude of the employer who wants a "company union."

In a city of about 130,000 population, some time ago, a union of taxicab drivers was organized from a number of the men employed by one of the biggest cab companies. Up to that time life in general was made about as miserable as possible for the men. When the news got to the firm that some of their employes had quietly joined the union, the officials of the company immediately decided to start one of their own.

A meeting of the men was called by the superintendent and everyone notified to be there. A driver who failed to put in an appearance was given to understand that he would be through.

By way of address, the usual course was pursued; to tell the drivers how much their employers appreciated them; how they wanted to cooperate with them; how they would take care of them when they were sick and bury them when they were dead, and in every way take care of their welfare.

Men of the type known as "suckers" spoke in favor of this bosses' arrangement to control their employes. A vote was then taken to form the association, and any man not voting or opposing the proposition knew that he would forfeit his job which meant bread and butter to him and his family at that particular time. Then a meeting was arranged for the next day to take up the election of officers. With the procedure that followed, it would not require much imagination to realize what the company's scheme actually amounted to.

Those who had joined the regular union of the Teamsters got together and prepared a slate of their own and nominated their choice for president of this new organization. This was not anticipated by the company, so that the owner took the floor at once to explain that he had picked the superintendent for president; when a secretary was nominated, he again announced that the outside foreman would be. the selection; the woman bookkeeper the treasurer, and he personally would handle all complaints and grievances. Just one stand-starter and one driver were made directors with the other officers. Needless to say, they were all elected as prearranged.

A vote was then taken to stand by the company at all times and never join an outside union; in other words, all for the company and nothing for the workers. Reports from that city show that the chauffeurs there are worse off than ever.

WHY WE ORGANIZE

Workers do not join labor unions for mere sentimental reasons, they join for a very practical purpose. They want more opportunity, better wages, and shorter hours and healthful working conditions. In a few words, they organize to improve their material conditions.

No one wishes to encumber himself with needless affiliations and connections, and unless the union can demonstrate its efficacy, it will experience difficulty to enlist and hold members. But the union is not a theory; it is a fact of long standing. It has survived the vicissitudes and assaults of industrial conditions and active adversaries.

It is easier one time than it is at another to enroll members and form new unions. The industrial condition is a vital factor in making the union effective, and its attractiveness to the worker is influenced to a large extent by what immediate results he may obtain.

The same rule holds good in the matter of retaining members. If the conditions of employment make jobs scarce in proportion to the number of workers and unemployment is widespread, those whose knowledge of organization is superficial and whose interest is not served will drop out.

There is no advantage for the stable part of the labor movement to permit the influx of new members in time of prosperity and their separation in times of depression.

This problem that now confronts the labor movement is: What can be done to make the recruit a permanent part of the movement?

THE INDIANAPOLIS RACE

During the automobile races held in Indianapolis the latter part of May, a large number of our members and their families came over the road to see this endurance test on the part of the drivers, and, also, to enjoy a holiday. Some stayed over until the next day and paid a visit to our International Headquarters. It gave us pleasure to have them call and we were glad indeed that they had this opportunity. We wish all our members could witness this and other similar features of the kind that go on throughout the country. It was only a few years ago that men following our line of work were very lucky if they saw the circus when it came to town once a year.

This little item should be read and carefully considered by some of our new members who never as yet have been called upon to make any sacrifice to get where they are today, to secure decent wages and working conditions.

SOCIAL INEQUALITY A MENACE TO DEMOCRATIC INSTITUTIONS

By William Green.

The workers believe that low wages mean low living standards, bad social surroundings and unhealthy environment, and they know that these conditions, in turn, result in great social inequality. The working people firmly believe that those economic factors which tend to develop and increase social inequality are inimical to public interest and constitute a menace to democratic institutions.

Economic extremes are detrimental to the common interest. If all wealth is concentrated in the hands of a few and the great masses of people are victims of poverty, great social unrest is bound to exist. It is the theory of labor that such a social condition will be created unless the workers' wages and their purchasing power keep pace with their increasing power of production.

It is necessary to our economic success that industry be maintained upon a sound and stable basis. There is involved in the meaning of the word "stability" continuity of industrial operations, standardization of manufactured commodities, uniformity of prices and a ready sale and transportation of manufactured goods. Another factor of no less importance is the organization of labor.

It constitutes a stabilizing influence which, in my judgment, has never been properly appreciated or correctly appraised.

Industrial instability develops chaos, uncertainty, idleness and waste. The injustice which inevitably results from such a state of affairs industrially is bound to be felt by both employers and employes. The whole of industry is necessarily affected but because of the economic condition of the workers they suffer most.—


Brotherhood of Teamsters
JOINT COUNCIL 96
JOINT COUNCIL 40
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INTERNATIONAL
TEAMSTER
AUGUST 1976

INTERNATIONAL
TEAMSTER

COVER STORY

"I have found a city—a real city—and they call it Chicago."

Rudyard Kipling

Chicago—that wonderful town. Songwriters and poets, authors and architects, people who visit and people who stay sing the praises of our second most populous city, a city with a mystique all its own—and a skyline that has no equal in innovative and brilliant architecture.

"Come and show me another city with lifted head
singing so proud to be alive and coarse and
strong and cunning.
Flinging magnetic curses amid the toil of piling job on job,
here is a tall bold slugger set vivid against the
little soft cities."

Carl Sandburg

This month, "International Teamster" turns its spotlight on Chicago.
Our cover story next month will be on Alaska and the Teamster community there.

Carl Sandburg quotes from "Chicago" © 1916, by Henry Holt & Co. Inc., © 1944, by Carl Sandburg

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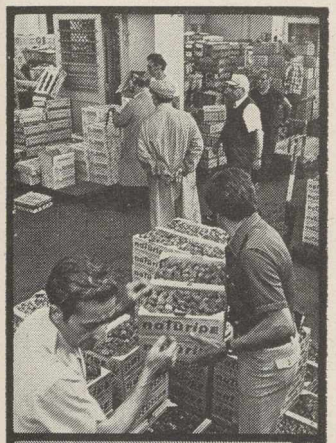
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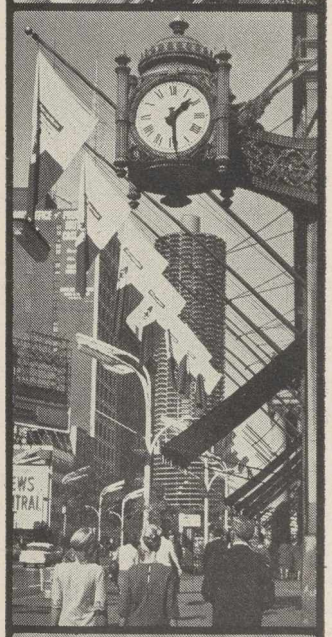
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FROM THE DESK OF FRANK FITZSIMMONS

General President's Message

The International Brotherhood of Teamsters is not only the world's largest international labor union. In addition it is one of the most powerful collective forces in America today. In my recent letter I suggested it is time to use this great force we represent to answer those critics who—using half facts or none at all—would destroy this great union and all it attempts to achieve for its members. I know that if more than 2 million Teamsters and their families are given the facts and make a real effort to communicate them to their relatives, friends and neighbors then no member of Congress, no TV commentator or no newspaper columnist can be as persuasive armed with half-truths.

These days when you are being assaulted on every side by anti-Teamster propaganda I commend you for making a special effort to be informed.

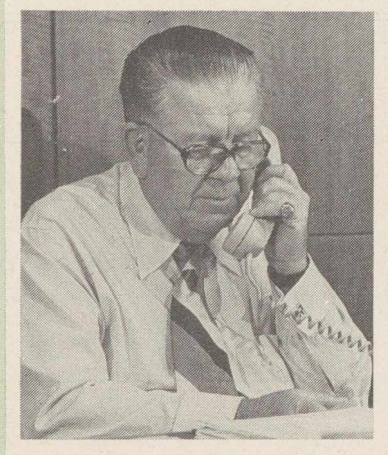
For example, current critics are casting doubt on the integrity of the Central States Pension Fund, largest of the dozens of pension funds in our union. Because of its size the $1.4 billion Central States Pension Fund has been subjected to literally dozens of government investigations and inquiries. The announcement of each investigation triggers a rash of stories with innuendos that could lead an uninformed reader to conclude the Teamster retirement benefits are in jeopardy. Fortunately, the inquiring Teamster knows his facts. He knows that Teamster contributions to the Central States Pension Fund for example go directly to lock boxes in national banks. The records are then audited by a separate firm of national reputation.

The informed Teamster knows that the Central States Fund alone has paid out over a billion dollars in pension benefits and that its current disbursements are running nearly $20 million a month.

The informed Teamster knows the Fund's record of earnings and rate of losses can be defended against any Fund in the country and that its administration will stand the test of any honest investigation.

I hope you will agree that it is useful for you to have and to use these facts.

Fraternally,



Frank E. Fitzsimmons

TEAMSTERS PUT THE "GO" IN CHICAGO

"Teamster City" is a handsome, modern building standing at 300 South Ashland Boulevard in Chicago. Union members take a great deal of justifiable pride in their City which has been constructed in the heart of old union territory, not only as a service to all Teamsters but to the larger community as well, a major step in the revitalization of Chicago's West Side.

On the occasion of its dedication in 1970 General President Frank E. Fitzsimmons wrote Local 705 Secretary-Treasurer Louis F. Peick, ". . . it is difficult to express the magnitude of your action which invests union pension funds to help a city rebuild a deteriorating neighborhood."

"Chicago is one of our truly great cities, and West Side Chicago is rich not only in general history, but in the history of labor movement. Teamster City not only adds richness to the history of a great city, but to the area which you seek to rebuild and richness to the history of the entire Teamster movement.

". . . I do congratulate you not only on your service to the members you represent, but also on the realization that what you do must be in the interest of the total community. Certainly you have met that test."

Teamster City is a living monument and within its walls are housed most of the 29 locals making up Joint Council 25 and is the headquarters of the council itself.

Joint Council 25, one of the largest in the IBT, reaches from Rockford, Ill., in the west to Kankakee in the south, to Lake and Porter counties in Indiana, and to the Wisconsin border in the north. The council came into being about 60 years ago but its big surge in membership occurred in the 40's.

TEAMSTERS IN AND OUT OF THE NEWS

In many ways Chicago itself is a Teamster City. Its mayor, Richard J. Daley, is a card-carrying Teamster and a former member of one of the locals. Another Teamster Michael Howlett, formerly a member of another local, is a candidate for governor of Illinois. Both men still carry honorary membership cards.

Chicago Teamsters, in and out of the news, help the city to work.

Perhaps the unique aspect of Chicago is its ethnic mix. People from all over the world emigrated to Chicago to start a new life, and stayed to build it into our second largest city. Many of these strong ethnic neighborhoods remain in the heart of the city and give different areas their special flavors. Teamsters, too, reflect these varied national backgrounds and origins and give to the union community here a vital, vibrant flavor.

Just as Chicago never closes its eyes, Teamsters, too, participate in its movement from sunrise to sunrise, from dawn duty manning the produce markets to guiding the planes into the airport in the middle of the night.

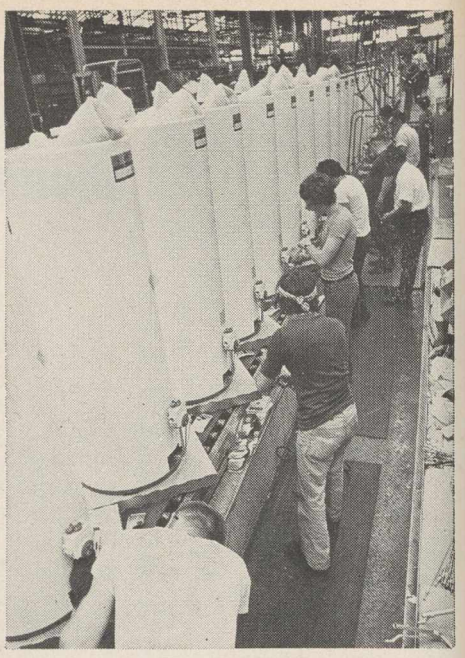
One Chicago local is the largest truck driver local in the International Union, with 21,500 members and 3,000 contracts with employers. Still another local, made up of over-the-road drivers is the largest of its kind in the U.S.—appropriately enough in the city that is the freight handler of the nation.

Different locals work together at various locations to keep things moving from place to place. Teamsters are loaders in one of the largest petrochemical and solvent facilities in Chicago. The drivers of the tankers leaving this terminal and a gas and oil terminal nearby are members of another local which also hauls fuel oil for home delivery and gasoline to gas stations.

Newspaper readers in Chicago and outside receive their daily papers by way of Teamsters who stand ready at the "Chicago Sun-Times," the "Chicago Daily News" and the "Chicago Tribune," as the papers reach the loading docks.

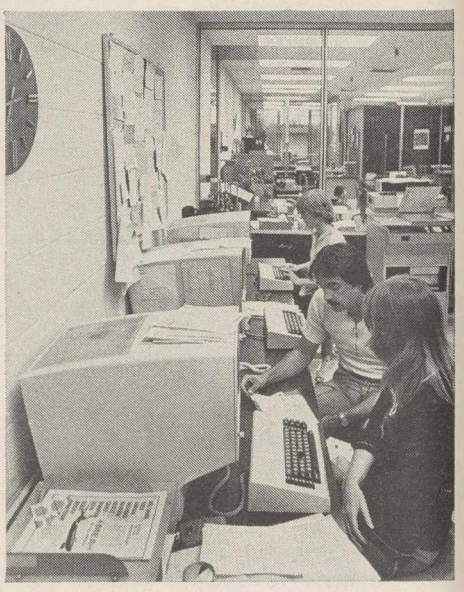












THE TEAMSTER CHURCH . . . AND MORE ABOUT CHICAGO'S LOCALS

Teamsters in Chicago even have a church they feel is their own, whether they attend or not. It's the Circle Church, which has been meeting in the Teamster auditorium for the past nine years, on loan to the appreciative 1000-member congregation free of charge.

United Parcel Service, the trusty UPS, processes 2 million packages a day in a clean, shipshape plant, the packages speeding on their way to recipients thanks to the 3,500 Teamsters who work inside and drive the trucks that come and go outside.

Still another Teamster local helps build buildings. A number of members of this local are employed in limestone quarries at three locations in the Chicago area. They drive the special heavy trucks that go below the ground, operate stone crushers, load and deliver and also are behind the wheels of the familiar Redi-Mix concrete trucks.

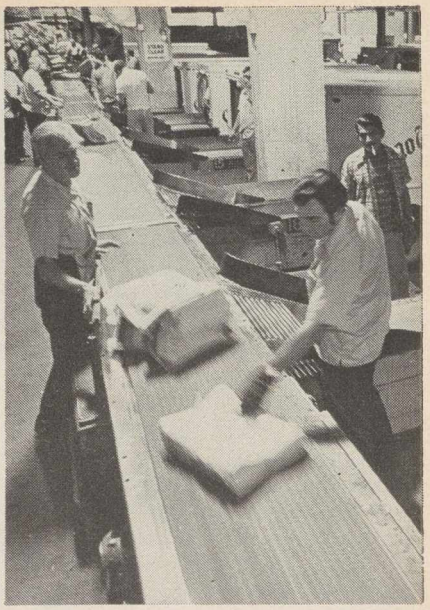
Some Teamsters get up very early in the morning. Three thousand of them are off to work before dawn at the So. Water Street produce market, one of the largest in the country. By 5 a.m., it's rush hour, with fruits and vegetables arriving from all over the world . . . everything fresh and dewy, looking as if it had just been picked (the sampling's good, too). Early-bird buyers arrive on the scene to add to the hustle and bustle as people and trucks come and go, jamming the loading docks and produce areas. There are 1,500 produce handlers in the colorful markets where Teamsters work at a variety of jobs. Members also work in other markets around the city, and still other Teamsters are at work preserving food in cold storage plants.

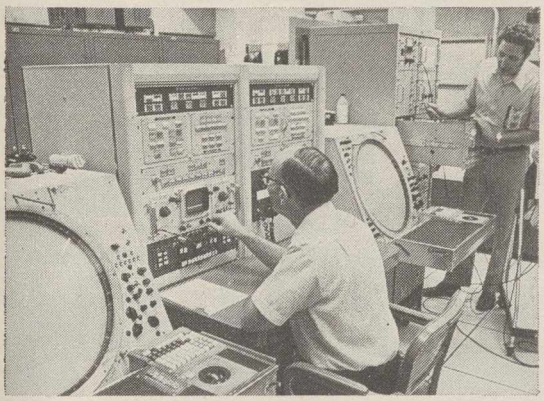
Teamsters also provide the sweets. In candy factories such as Fanny May's, they stir the hot chocolate in huge cauldrons and fashion the various candies along the way and into the packages to the sweet shops. Other Teamsters work at Brach's Candy and in the ice cream and frozen custard industry.

In stark contrast to the spic and span candy plants are the tire vulcanizing shops where tires of all sizes are repaired, recapped, dismantled and reassembled and wheels aligned by members of the same local that makes the candy.















THE WILD BLUE YONDER . . . AND BACK AGAIN

One of the superlatives about Chicago is its airport, O'Hare Field. It's the world's busiest, and here Teamsters have a vital role. They maintain and control all the electronic equipment that runs the airport. Teamsters are reservation counter clerks, they are skycaps, they carry luggage and put it on the planes, they are four companies at the airport, they are the drivers of shuttle buses to the cars and handle the huge lots. Teamsters maintain the radar and are responsible for air to ground messages. Teamsters keep track of 800-1,000 air freight shipments a day at Airborne, the second largest air freight forwarder in the world. Here Teamsters work computers, teletypes, drive forklift trucks on the dock and make pickups and deliveries.

Teamsters make music, too, Next time you're listening to your favorite music on the jukebox, remember that Teamster hands went into the making of the intricate insides of these giant music boxes at Seeburg Corporation, the country's major producer of coin-operated juke boxes. Teamster members turn out 900 juke boxes a month, from the little wire operations to the large packing box stage. Teamsters at Seeburg also make beverage vending machines and all over Chicago other Teamsters fill all kinds of vending machines.

Another intricate operation in Teamster hands goes on at Rheem Manufacturing Company, one of the country's best-known manufacturers of hot water heaters. Here on the assembly line, Teamsters make hot water heaters, insides and outsides, and ready for the consumer.

If you happen to see a mountain of salt beside the Chicago River, it's probably in the care of the Teamsters. Teamsters at the Morton Salt International Company unload the barges that come down the Chicago River from Michigan, scoop up the salt, process it and send it off to de-ice roads and condition water.

Near the salt there are a few other mountains, these of scrap iron, steel and slag. Teamsters keep this operation running smoothly.

The local of the musicmakers is the largest in the IBT. Teamsters in this local are also engaged in thousands of different occupations, from filling mail orders at Montgomery Ward and other places to

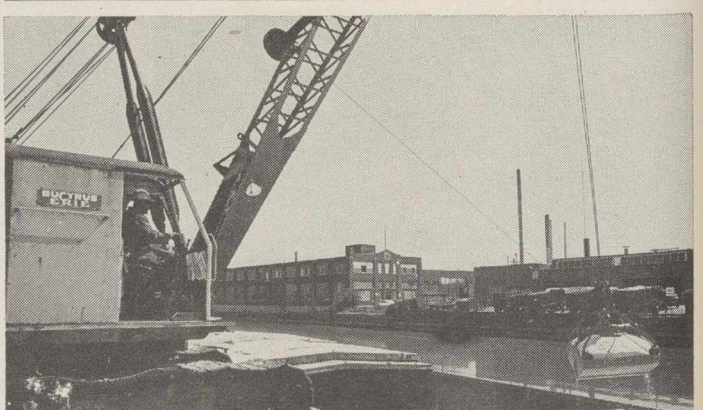












making Christmas trees and toys, cameras and tape recorders, supplies and many, many other items. Members are shipping clerks, insurance claim processors, sales pesonnel, artists and warehouse workers, to name a few.

Chicago Teamsters work in hospitals. They work at Chicago's many conventions and trade shows. They drive armored cars and ambulances, polish and park cars, and make mufflers, too. They make computers and crackers, deliver milk and beer, lumber and laundry, and work for the city and the state and just about everywhere else.

TEAMSTERS HELP OTHERS

Carl Sandburg, the poet who sang of Chicago, called it the "city of the big shoulders." Just as Chicago has big shoulders, so, too, do the Teamsters there. Union members are active in the Better Boys Foundation in cooperation with the National Football League. They support the Chicago Urban League and the NAACP. They work hard for the retarded children of the Little City Foundation. At a dinner recently, Teamsters raised $160,000 for St. Mary of Nazareth Hospital. Israel bonds, the Suburban Cook County Tuberculosis Sanitarium, St. Jude Hospital, Boy Scouts and many, many others are both collective and individual good works of the Teamster community in Chicago.

Louis F. Peick, president of Joint Council 25 and an International vice president, is a member of the Chicago Police Board, a prestigious group that sets police policy for the city. General Secretary-Treasurer Ray Schoessling was a member of this board during his twenty-year tenure as president of the council. Both men have been very active in many civic and philanthropic projects during their careers.

When it comes to political action, "Teamster Volunteers in Politics" has a great deal of influence in local and state politics, as the political education arm of Joint Council 25 supporting and endorsing candidates. One of the few labor posts of the American Legion in the U. S. and the only Teamster post, is in Chicago. The Neer-Goudie Post, as it's called, is named after William Neer and Les Goudie, both former presidents of Teamsters Joint Council 25. Here, too, Teamsters give service, in this case to veterans in hospitals and elsewhere.

In so many ways, from sunrise to sunrise, Teamsters put the "go" in Chicago.

STATE OF THE UNION

The International Brotherhood of Teamsters agrees with a number of the recommendations made by Joel Gustafson, a member of the National Motor Vehicle Safety Advisory Council, to improve heavy truck traffic safety, but disagrees with the proposal for special truck lanes.

This was made clear by R. V. Durham, director of the Safety and Health Department of the Teamsters, at a recent seminar on "Key Issues in Heavy Truck Safety" in Washington.

Although many of Gustafson's proposals are valid, Durham said, "I feel his report ignores the excellent job that industry and its professional drivers are doing in safety."

Durham also disagreed with the implication in one of Gustafson's recommendations that the public favors truck transport as opposed to other modes of transportation. Gustafson had suggested that the public should be made to realize the cost it is paying in terms of lives and injuries in favoring truck transport by having the Department of Transportation issue periodic data on deaths and injuries per ton mile by mode of transportation.

"The motor carrier industry," Durham said, "certainly has borne its responsibility . . . Nevertheless, we are not opposed to any correct and unbiased reporting of the safety record of the trucking industry.

"We submitted the statistics and proved that in spite of all the criticism leveled at the trucking industry an enviable record has been established. With a clear understanding of the industry and its many complexities, I'm sure those in government charged with responsibility in this vital area can join the professional drivers and their employers to promote excellence in highway safety.

"Without an understanding of the industry and driver problems, those who criticize the trucking industry will continue to play percentage games, more often than not correct in their arithmetic but entirely wrong in perspective and application."

Durham took issue with Gustafson's observation that if heavy truck accidents were separated from accidents by all trucks it would be shown that heavy trucks represented one percent of the vehicle population but were involved in 2.6 percent of all accidents and 7.3 percent of all fatal accidents.

The most unfair and misleading comparison is made, he said, when consideration is not given to the miles driven by heavy trucks as compared with automobiles. He pointed out that in 1973 Class 1, intercity carriers increased their mileage to an all-time high of 71,554 miles per power unit as compared with an average of 9,992 miles for passenger cars.

The statement that heavy trucks represent one percent of the vehicle population and are involved in 2.6 percent of the accidents, he commented, "is not nearly so damning to the industry when you realize that heavy trucks travel seven times as many miles."

With regard to the proposal for special truck lanes, Durham said, "Segregation isn't the answer to any problem involving highway safety that I'm aware of."

Gustafson's recommendation with which the Teamsters agreed included:

Better brakes for trucks. Durham said the Teamsters strongly urged the National Highway Traffic Safety Administration to stand firm in support of the 121 brake standard as a step in the right direction for better brakes.

Improve speed maintainability of trucks to reduce speed differences between trucks and cars on upgrades. "The closer the speed between trucks and passenger automobiles," Durham said, "the less likelihood of a rear-end collision."

Establish uniform national weight and size limits commensurate with safety, and specifically omit the tractor from overall weight limits. "Among the most serious problems facing the manufacturer, user, and driver," Durham said, "are the constraints placed on the design of a truck tractor. As a result of the state length laws, which include the tractor, we now find the driver cramped in a cab-over-engine tractor, fabricated with the lightest material available, pulling trailers designed to be as high, wide, and long as possible, and yet stay within the limits. As a result, we have anything but driver comfort or protection. This is one recommendation on which I believe there is general agreement between the manufacturer, carrier, and the driver, and should be pursued vigorously."

Underride protection. The Bureau of Motor Carrier Safety, Durham said, "already requires an underride bumper mounted on the rear of trailers, but I'm sure through a cooperative effort it can be improved, giving added protection against the underride problem."

Beef up the Federal safety inspection. Durham said that in addition to the need for a greater number of inspectors, there was a pressing need for the Departments of Transportation and Labor to settle their jurisdictional dispute, since drivers often find themselves in a no man's land while the two departments argue over jurisdiction. He added that 123 inspectors could not police the nation, much less claim areas previously policed by the Labor Department's Occupational Safety and Health Administration.

Improve truck crashworthiness by extending safety standards to trucks. "A good example of how trucks are treated differently than other vehicles in regulations," Durham said, "is the BMCS regulation which prohibits retreaded tires on the front of buses but not trucks.

"Although there is no maximum weight limitation on the front axle of trucks, retreads are still permitted. While we have a collective bargaining requirement for the carrier to use only first line tires, the average motorist is still meeting trucks on the highways not bound to safe practices by either unions or governments. The truck driver needs all the protection he can be given in cab design and structure. In Maryland occupational death benefits go more toward truckers than any other occupational group."

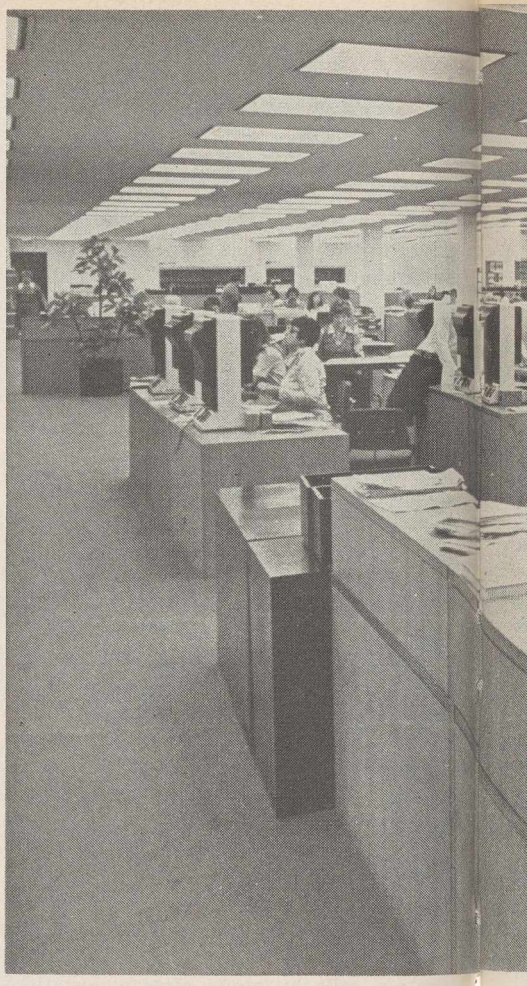
Establish an experimental safety vehicle program for trucks. "Research is always good," Durham said. "Input from the drivers should be a part of any such research. Too often the experts don't consider the driver behind the wheel until the mistakes have been made.

Durham said he would strongly urge that the following items be placed on the priority list: fifth wheel assemblies and placements; rough-ride and cab vibration; fumes in truck cabs; tire mix problems; size and location of fuel tanks; front-tire warning systems; mirrors, and in-cab noise.

The Department of Transportation should review its scattered responsibilities and authorities regulating truck safety. "I would suggest," Durham said, "that all Government agencies, in and out of the Department of Transportation, review their areas of responsibilities to avoid overlapping, duplication, and at the same time make sure the employees have complete protection under the various Safety Laws."

"Special studies into truck handling should be undertaken," he added.

THE CENTRAL STATES PENSION FUND IS ALIVE AND WELL



Odds are enormous that until one Tuesday morning Lottie Jurczak, mail and supply clerk at the Central States Pension Fund, had never heard of John Ahern. But within a few days he would be the subject of a considerable bit of attention and planning, not only by Lottie, but also by many other members of the staff.

After 34 years of pushing his rig across America's highways John Ahern decided it was time to put on the brakes for good. It was his decision and the first step was up to him. As a member of Local 600 in St. Louis it was there he went to fill out his application for pension. Reviewed by the local, Ahern's application was then forwarded to Central States, Southeast and Southwest Areas Pension Fund. (From the windows of International Towers in Chicago, home of the pension fund, one can see a continuous parade of trucks as they roll by on the Kennedy Expressway. It is fitting as most of these truckers are members of Central States—with 400,000 members, it's a safe bet. And it's almost as certain that some of these drivers will soon be retiring, since almost 50 apply for a pension every day.)

The Central States Pension Fund, with assets of $1.4 billion, is one of the largest multi-employer plans in the nation. Besides 385,000 members, whose employers contribute about $26.5 million monthly, the Fund has over 70,000 Teamsters on pension, receiving close to $20 million in benefits each month; over a billion in benefits have been paid out since it was founded in 1955. And each month over 800 new pensioners climb aboard. To manage these assets and serve the membership a team of some 700 workers is required.

"If we were a bank, with our assets we'd be the sixth largest in Illinois," John M. McCareins, pension group director, said, putting the Fund's enormity into perspective.

Nor do many understand the complex process of certifying applications under the pension plan.

An anecdote told by Irene King, manager of the pension processing department, can best illustrate this misunderstanding.

"A Teamster from Detroit, nearing retirement age, recently came to Central States with questions about his pension eligibility," she said. "He was dumbfounded at the size of our operation. He thought that four or five people handled applications and that he could get his pension in a few days."

In fact, the size of this job is mind-boggling. Some 100 staffers are devoted exclusively to researching and processing the constant inventory of 3000 active pension applications, distributing over 70,000 benefit checks, and mailing the initial 1,000 application acknowledgment letters to the local union.

Let's follow Ahern's application through the pension processing journey to take some of the mystery out of it.

Ahern's processing begins in the Central State's mail room, among the approximately 1,500 pieces of mail that arrive each day. Manager Bill Murtha and his 10-man staff, sort out the applications and send them up to the pension processing department on the 9th floor.

Ahern's application moves quickly from Lottie Jurczak, the mail and supply clerk, to Louise Pavone, data control clerk. Lottie places the application into one of three alphabetical groups. (Later on, each grouping will be handled by an Analysis Team.) Louise makes sure that Ahern's application information is complete. If it is she will forward it to the data processing department. If the information is incomplete or incorrect, she does everything she can to complete it. "About 5% of the applications are incomplete," she notes. "There's always some kind of human error, like a wrong Social Security number." In fact, the Social Security number in Ahern's application is incorrect, but fortunately Louise can straighten it out from computerized employer billing data at Central States.

In the Information Systems Division, Central States' computerized data processing center, a data entry operator prepares a control card on Ahern and inputs the information into the computer. The control card is part of a computerized innovation called the Pension Application Control (PAC) System.

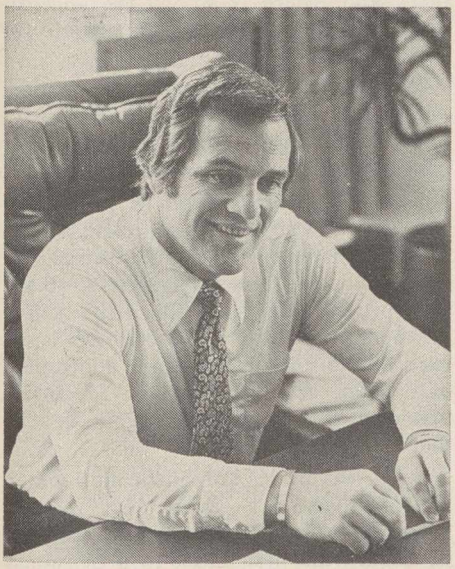
"The PAC System helps us monitor the processing progress of each application," John McCareins explained. "Instantaneously, the computer can tell us when the application was received and its current status. We now have the most recent 30,000 of the over 120,000 applications submitted during the last twenty years on computerized files."

PAC has paid off handsomely. Before PAC, determining when an application was received, how many were on hand or their status was a guessing game. Now personnel can have the answer to these questions at their fingertips. Prior to PAC, there were over 8000 active applications and about 25% of these were over 180 days old. Now the monthly inventory has been reduced to below 3000, with only a handful of troublesome ones over six months old. "We review the problem applications on a weekly basis now that we can identify them," McCareins said.

The average application is processed in less than two months and acknowledgement letters are mailed to the union local as soon as the application data is in the computer. In addition, a monthly status



Data entry operators prepare control cards in the Central States computerized data processing center.



Daniel J. Shannon, executive director of the Central States Pension Fund. "Working with General President Frank Fitzsimmons, we will make this the best pension fund in the world," Shannon said.

report on each application is sent to the local union.

With Ahern's control card ready, data processing returns his application to the pension processing department where 60 staffers do the detailed work of establishing pension eligibility.

Louise Pavone again gets Ahern's application to examine the control card data for accuracy and forward it to the lead processing team, which puts applications in order for eligibility analysis, the next step in the process.

For example, Anne Temme, the lead processor on the six women team, again makes sure Ahern's name, age, social security number and other data are correct, and that the application has been signed by his local and notarized. She also initiates correspondence to obtain any missing documentation and to verify Ahern's age, place of employment, employer payments to the fund and past employment service credits.

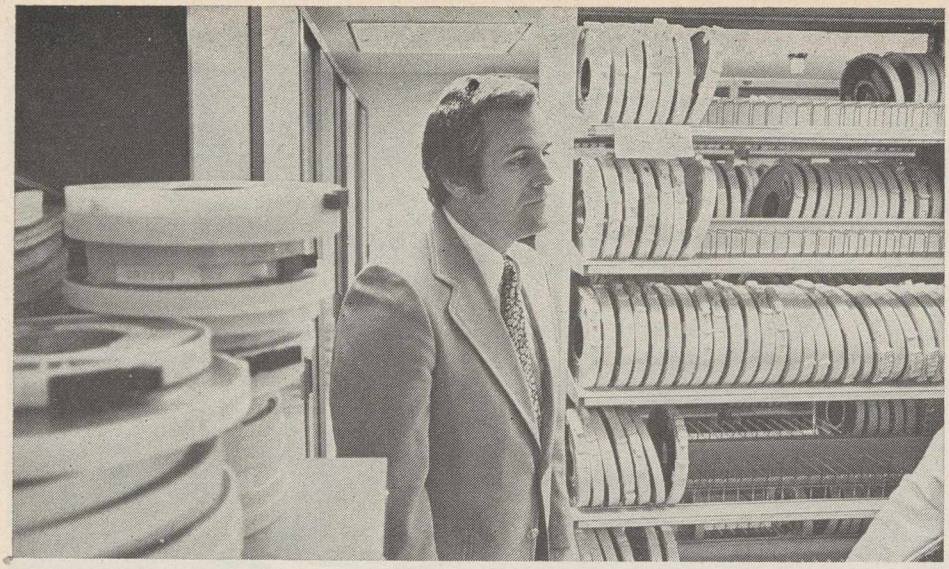
A potential problem area for Ahern is that three of the four employers he has worked for are now out of business. He will need affidavits to verify his employment at these defunct companies.

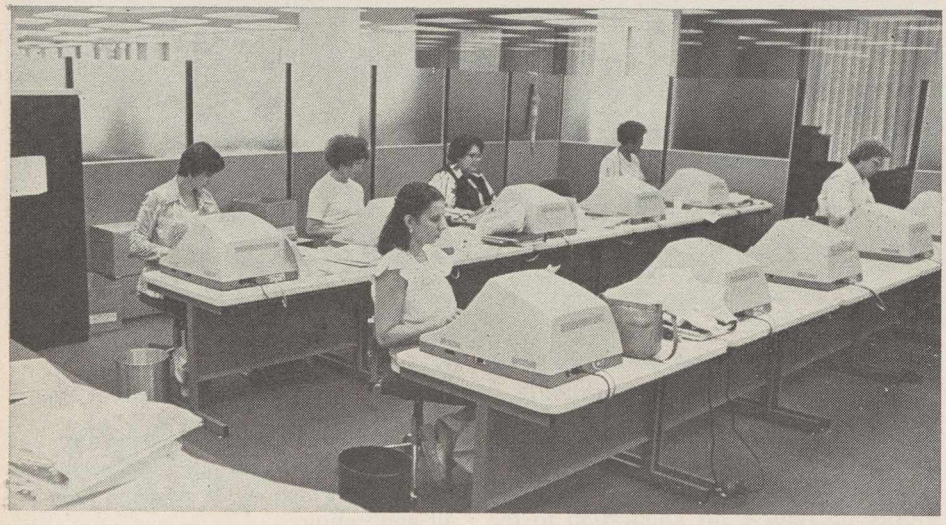
So far Ahern's trip has been fast and smooth, reaching the analyst's section in two days, which is the average time for all applications.

The analysts work in five teams, each having three analysts and a senior typist. Ahern's application, falling in the A-G alphabetical grouping, will be handled by Team I headed by Kathy Gattis.

First, the senior typist checks Ahern's file to note what documentation is missing. His birth certificate and local union reports are present, but his social security earnings report, pension contribution report and employment affidavits are missing. Each file is reviewed every two weeks until all the documentation arrives, so the senior typist sets a two week "come up" date for Ahern's file. No further analysis can occur until this documentation is received.

The reason for some processing delays is that the pension plan requirements are complex and often demand legal interpretations. Since the plan became effective in 1955 changes have occurred through collective bargaining that affected some Teamsters but not others. Employer contributions to the Fund can vary for dif-





ferent members, as can years of service under a collective bargaining agreement. And certain guidelines must be followed in adding up years of Teamster employment. All of these factors can influence a member's eligibility. That's why Central States does so much detective work and double-checking.

It is at this point that delays occur. For most of the 60 days that it normally takes to review an application, the analyst must wait for the documentation to arrive from the local union, the employer or the Social Security Administration. The Social Security earnings report alone sometimes takes two to three months to receive. In fact, some verification records must be requested a second time, according to Kathy Gattis.

"The biggest problem in processing applications", said Regina Sedin, a supervisor and 9 year veteran, "is that we don't get the information requested, or we don't get it fast enough. Sometimes we must even ask the applicant to help us."

Central States does not easily abide these delays. They understand the concern of the applicants.

A WATS toll-free telephone systems, which is used in connection with PAC, has been installed to answer any question about an applicant's pension eligibilty. Local unions utilize the system quite frequently. In the average month, three telephone operators handle about 400 calls each.

The real conquest of delays will begin next February. A 16 month, $9 million, data accumulation project resulting in a computerized information bank will go into operation. This system, which can construct a pension eligibility profile on each member, will in the first year of operation cut the review time of two months in half. It will also permit Central States to anticipate a member's retirement and start the review process before his announcement.

Returning to Ahern, the Kathy Gattis team has found that he is legally qualified for a Teamster's pension: He's more than 57 years old; he has more than 20 years of creditable employment service; he has five years of service under a collective bargaining agreement, and his employer has paid into the fund for more than 450 weeks.

But judgment is not final until it is buttressed by that of the certifiers. They double-check the analysts' work and compute benefit rates. If they agree with the analysts, the file is prepared for final review by the pension fund trustees. If the certifiers disagree, they try to iron out the differences with the analysts. If the differences are irreconcilable, they send a report to the trustees requesting a definitive ruling along with their opinion as to possible alternative courses of investigation.

The certifiers, Joyce Pace and Monica Caminiti, young ladies with 11 years of experience between them, have developed a sixth sense for spotting errors or inconsistencies. Miss Pace views her job as "catching problems before the applicant retires and straightening them out. We certify the accuracy of the analysts and maintain a consistency in the files so they can be reviewed quickly by the trustees."

Only the fund's trustees can decide an applicant's final fate on the basis of the facts, and Ahern is among the approximately 20% of all applicants eligible for a benefit.

With the trustees' authorization, Ahern's records go to the pension payout department from where his monthly pension check will be issued.

The first benefit payout is now made within two weeks after approval, thanks to a recently installed computerized pension payout system harnessed to PAC. This program has streamlined the benefit payment procedure to allow greater accuracy in the computation and adjustment of benefits, according to Don Frederick, manager of the pension payout department.

John McCareins is realistically looking forward to the day—in the near future—when the pension system will be capable of issuing the first check to a pensioner within a month after receipt of the application for benefits in 95 per cent of the cases.

"Working with General President Frank Fitzsimmons, we will make this the best pension fund in the world," said Daniel J. Shannon, executive director of the Central States Pension Fund.

CHICAGO.... THE CITY THAT HAD TO BE

"I have found a city—a real city—and they call it Chicago."

Rudyard Kipling

So wrote the great 19th Century author and poet who had seen all the great cities of the world from London to Delhi.

The earlier explorers and trappers coming south from Canada regularly passed over where Chicago would one day be. The first permanent settler, Jean De Sables, built a cabin in 1779 on what is now Michigan Avenue—and Chicago was on its way.

First it was a trading post, then a shipping center that could send merchandise all the way down to New Orleans via the Mississippi River.

When the railroads arrived Chicago was really the hub of the United States. You could come from anywhere and go anywhere else from Chicago.

With the completion of the St. Lawrence Seaway in 1959 Chicago—somewhere in the middle of the United States—became a world port, a new role that fits perfectly with her past.

Chicago became Chicago because of where she was and the kind of men and women that were attracted to her. Mostly they weren't farmers but they were adventurers, explorers, industrialists with vision, people on their way someplace else. All of them left their mark on today's Chicago which still has an aura, a vibrancy matched by no other city in the United States.

Chicago is a warm, openhearted city and a great place to visit. Chicagoans are used to visitors. They have hosted and entertained them for several hundred years. Today Chicago hosts more than 1,000 conventions a year and has the world's busiest airport, O'Hare Field, which handles 36 million passengers a year.

Chicago is also the hub of the Amtrak railroad system and continues its historic role as rail center of the country.

While there is a great deal of "in-and-out" about Chicago, it is the fortunate visitor who decides to spend a few days and really get to know the city.

Sleeping and eating are no problem at all. Chicago boasts 127 hotels and motels with 44,000 rooms and 5,000 different restaurants serving every kind of food offered in the world.

Some critics say that Chicago has three seasons, "July, August and Winter." It isn't quite that bad but the very best months to visit Chicago are probably late spring, May and June or early fall, September and October.

This article will highlight the where-to-go and things-to-do of Chicago. For full details if you are planning a trip, first write Chicago Convention and Tourism Bureau, 332 South Michigan Avenue, Chicago, Illinois 60604.

Running along Lake Michigan, Chicago tends to sprawl in three directions. Try to locate yourself in the downtown metropolitan area—within or near the famous Loop. The Loop is caused by elevated railroad trains which circle the heart of Chicago. Better get there before 1980 or the railroads may be phased out and replaced by a subway.

If you are coming by car, Chicago, which is really the hub of just about everything, is also the hub of the interstate tollway system served by the Indiana Turnpike, Chicago Skyway, Tri-State Tollway and East-West Tollway. All expressways lead easily and quickly to the downtown area. The only way you can miss Chicago is by driving into Lake Michigan.

Things to See in Chicago

Chicago may be one of the museum capitals of the world. It has 21 general and special museums. The Chicago Art Institute, for example, displays more paintings by French impressionists than does the Louvre in Paris.

The Shedd Aquarium in famous Grant Park contains a fascinating world of underwater creatures living in the frameworks of their natural habitats. A unique experience for visitors is to watch scuba divers feed fish in Coral Reef, an all glass exhibit of 500 Caribbean fish. (Adults, $1.00; children, students and senior citizens, $.35; families, $2.50)

The Museum of Science and Industry is one of the most famous of its kind in the world. Built in a scenic setting along Lake Michigan it features 75 exhibition


JOODS



Photos courtesy of Chicago Convention and Tourism Bureau, Inc.

Chicago offers visitors a shimmering panorama of fascinating sights. From left: the bronze lions which guard the Art Institute on Michigan Avenue; Buckingham Fountain erupts in downtown Grant Park; the Merchandise Mart is the world's largest commercial building; mammoth sculpture by Picasso on Civic Center Plaza; twin towers of Marina City loom over Chicago River.

halls with some 2,000 displays that explain the principles of science and show how they are applied in industry and everyday life.

This is a participatory museum where visitors can push buttons, turn cranks and work levers to see, listen and learn about science and technology. You can trace the evolution of automotive, rail and airline transportation, walk through a full-size working coal mine and a captured German submarine. Open daily, including Sundays and holidays. Admission to building and parking are free.

Ethnic Museums

As our various waves of immigrants reached the United States, many of them headed west and a number stopped and stayed in Chicago. This has resulted in two unique museums, the Balzekas Museum of Lithuanian Culture, the first Lithuanian Museum in the United States, and the Polish Museum which collects and exhibits everything that pertains to the history of the Polish heritage.

Other ethnic museums include the Spertus Museum of Judaica, Oriental Institute and the Ling Long Chinese Museum. Admission to all ethnic museums is free.

Ripley's Believe It or Not Museum offers fabulous exhibits of oddities, curiosities and art objects collected by the legendary Robert L. Ripley during travels to 198 foreign countries. Open noon to midnight. (Adults, $1.75; children, $1.00.)

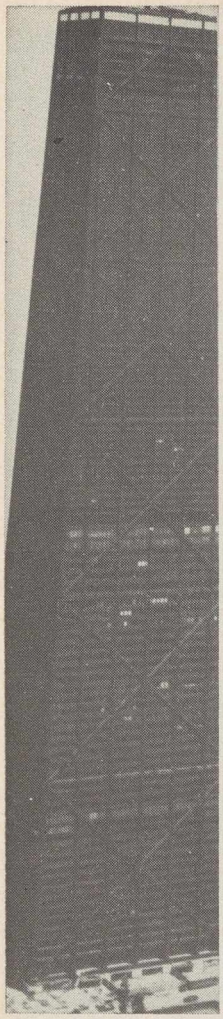
Sights and Sounds of Chicago

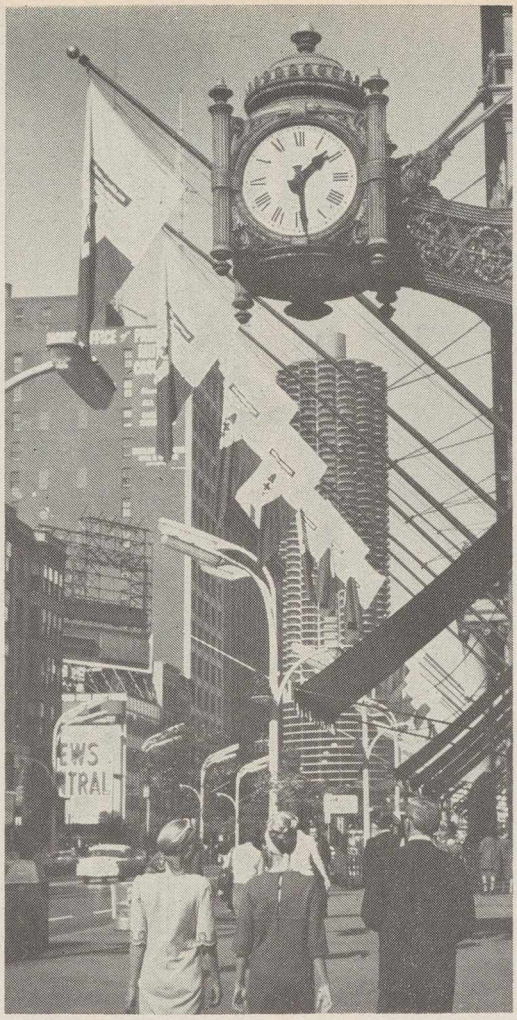
Although it began in 1799, Chicago had to begin all over after the famous fire of 1871 allegedly caused by Mrs. O'Leary's cow kicking over a lantern. The fire destroyed almost all of what was then downtown Chicago. So almost all you see was built since the fire. A walking tour of the Loop area will bring you to the theater district and the major department stores.

At 444 W. Jackson stands the Chicago Mercantile Exchange, the largest futures trading market in the world where wheat, corn, soybeans and oats not yet produced are bought and sold in what seems to be a wild, disorganized frenzy. At least that is what it looks like from the visitors' balcony which is open from 8:30 a.m. to 1:30 p.m. Monday through Friday. No admission charge.

Buckingham Fountain. Try to plan your walk to be near the Buckingham Fountain at early nightfall. There are those who say it is the most beautiful fountain in the United States. It is illuminated at night with rainbows of beautiful colors.

Soaring Buildings. Chicago's upward reach of recent years has produced the Sears Tower, the world's tallest building, soaring up 110 stories. A feature of the





"MEET ME UNDER THE CLOCK" is a favorite Chicago expression, which even visitors have found is a handy reference. The place: Marshall Field & Company on world-famous State Street





(Top) FARM IN THE CITY! In the shadows of Chicago's skyscrapers visitors to Lincoln Park find themselves in full-scale farmyard, complete with pigs, chickens, cows and other animals many city folk normally do not see.

By day or by night, a ride or stroll up Chicago's North Michigan Avenue promises an unrivaled experienced. Many of the world's leading shops are on this famous Chicago boulevard.

building is "Universe," a motorized mural by the world famous sculptor, Calder. The "Skydeck," located on the 103rd floor, 1,353 feet high is open daily 9:00 a.m. to midnight. (Adults, $1.50; children, $1.00.)

The John Hancock Center at 875 N. Michigan Avenue is one of the outstanding sights of Chicago or anyplace else. It is the tallest residential-office building in the world. Observation tower is open daily 9:00 a.m. to midnight. (Adults, $1.50; children, $1.00.)

The Near North Side is where a lot of the action—and much of the history—is. One Chicago landmark is the Water Tower, a survivor of the Great Fire of 1871. If it is night life you are looking for, head for Rush Street from East Chestnut to Division Street. This is Chicago's lively entertainment area. In the same general neighborhood is "Old Town," a colorful and cosmopolitan area of distinctive shops, restaurants and pubs with hearty American cuisine. The area also includes some of Chicago's finest restored Victorian residences (from the 1200 block to the 1700 block on Wells Street).

If you want a quick move back into 1976 go from "Old Town" to "New Town", a relatively new area devoted to boutiques, gift shops, American and ethnic restaurants featuring music and entertainment.

A little further north is one of Chicago's great treats for young and old alike, the Lincoln Park Zoo. Even if your city has a zoo, don't miss Lincoln Park. The zoo houses a balanced collection of 2,600 mammals, birds and reptiles on 35 acres, and includes the largest collection of great apes in captivity. The Children's Zoo features a collection of baby animals. The zoo is open from 10 a.m. to 5 p.m. Admission is free.

Chicago is, as Rudyard Kipling said, a "real city". So far we have listed many of the highlights, but there are more. The Chicago Symphony Orchestra is generally ranked among the world's greatest. There are regular seasons for both opera and ballet. Chicago has always been host to the best performers and plays of the legitimate stage.

If you are a sports fan, there is something for you whenever you get to Chicago. In season, these are the Chicago Cubs and the Chicago White Sox offering major league baseball, the Chicago Bears football, the Bulls with basketball and the Blackhawks with hockey.

If that isn't enough, Chicago offers five racetracks for trotters or thoroughbreds.

At dusk, take a walk on the beach and look out over Lake Michigan. As you see the freighters and the ore boats pass, you will say "Some lake. That's an ocean." Chicago will smile. It always tends to underplay things.

STATE OF THE UNION

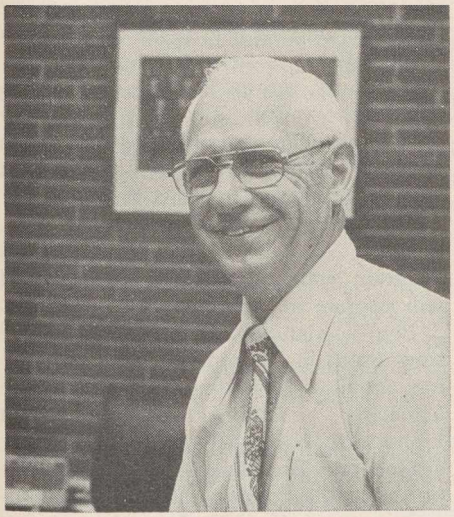
ARKANSAS CONFRONTATION

As reported in the June issue of "International Teamster," a confrontation of historic proportions is shaping up in Arkansas. Here where the nation's first so-called "right-to-work" law was passed 32 years ago, United Labor of Arkansas issued a declaration of independence from the ancient economic interests which traditionally have dominated this low-wage state.

Arkansas Labor celebrated the nation's 200th birthday by delivering 76 boxes to the secretary of state. Seventy-five of them, one for each county, contained petitions signed by 147,580 Arkansans to put a new Rights of Labor amendment on the November ballot. The other contained the necessary legal papers.

A. H. Pickering, president of Little Rock Local 878 and Teamster representative to the United Labor Council, pointed out that labor was filing approximately three times as many signatures as were needed to qualify the issue. "Adoption of the amendment," he said, "will remove a needless state restriction on free collective bargaining."

The revision will permit union shop and/or agency shop agreements if two conditions are met: (1) the majority of

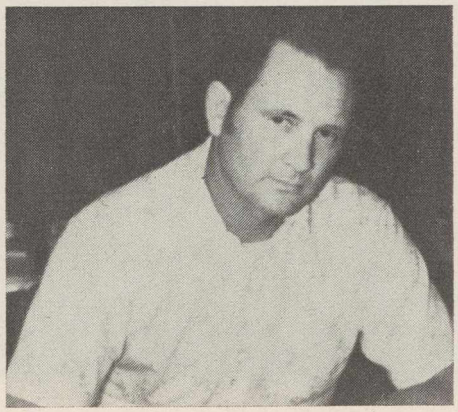


A. H. Pickering

the affected employees vote their approval in a secret ballot election to be conducted by the Arkansas Department of Labor and (2) the employer agrees. It continues the ban on closed shop. "This amendment will give Arkansas working people and management rights long held in most states," said Pickering.

"Just as two centuries ago, citizens were taking their stand against an economic tyranny, so are we here today," said Pickering. "I think it fair to say that the people of Arkansas have just won Round One in a contest with those ancient economic interests which seek to perpetuate the state's traditional low-wage policies."

Ott L. Rogers, president of Ft. Smith Local 373, declared, "Just as the constitutional amendment we are changing denies working people the right to majority rule, our opponents, these Tories of today, would also deny the right of the majority of Arkansas citizens to decide this important matter for themselves."



Ott L. Rogers

Early in the game spokesmen from the National Right-to-Work Committee called upon Arkansans to "resist these petitions" in every manner possible. Obviously it did not work.

"We are opposed by a coalition of employers who would use the power of the state to perpetuate conditions which help make a very few rich by keeping many poor," said Rogers.

The president of the Arkansas State Chamber of Commerce, Allen Nixon, and the president of Associated Industries of Arkansas, James Mason, are leaders of a 14-member "Freedom to Work" Committee which is opposing the amendment.

The 14 represent corporations with assets well in excess of $100 million. Nixon is a recent past president of the U.S. Industrial Council, an anti-labor outfit with close ties to the John Birch Society.

The employer group is distributing literature from the National R-T-W Committee. The latter is raising funds to be used in Arkansas and has announced plans to form a "citizens committee" there. In the recent spring primary candidates were bombarded with anti-labor mailings from the R-T-W Committee.

It is expected that a rough and tumble media battle lies ahead. United Labor of Arkansas is the campaign committee composed of representatives of the Arkansas State AFL-CIO affiliated unions, the United Auto Workers, the United Mineworkers, and the International Brotherhood of Teamsters.

Individuals and organizations wishing to contribute to this campaign should make out checks to United Labor of Arkansas and send them to ULA, 1115 Bishop St., Little Rock, AR 72202, or to Teamsters Local 878, P.O. Box 9338, Little Rock, AR 72209.



Edward R. Toliver, left, Joint Council 54 coordinator, Jack Cook, Muscular Dystrophy Association Colorado State poster child, and Donald Sutton, president of Joint Council 54.

Two Denver area Teamster executives, Ed Toliver, Joint Council 54 coordinator, and Donald Sutton, president of the Joint Council, will direct Teamster efforts for Colorado and Wyoming in the 1976 Jerry Lewis Labor Day Telethon.

The purpose of the Telethon is to raise funds for the Muscular Dystrophy Association.

The broadcast, Sunday, Sept. 5, in the Denver area will be over KMGH-TV, Channel 7, beginning at 8:30 p.m.

Volunteers are needed for telephone and other work. Persons with time to donate should contact Ed Toliver in the Joint Council office.

GENERAL EXECUTIVE BOARD MEETS





The Teamster General Executive Board, at its regular quarterly meeting held last month in Carlsbad, California, reviewed the activities of the 21st Convention and began implementation of the actions taken by delegates to that convention.

Of particular importance was board action to establish a national program for retired Teamster members approved by convention delegates. This program will be administered from International Union headquarters in Washington, D.C.

The national program will revolve around activities of retired members in areas of social concern to senior citizens and in legislative, social and collective bargaining areas in which retired members have developed a particular expertise.

The retirees program, under the direction of General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling, will begin with selection of personnel to direct the program, training of personnel in the International Union headquarters, and disbursement of personnel into the field to get the program underway.

Currently, retiree chapters exist in several of the various Teamster affiliate organizations. The national program will be designed to coordinate the activities of existing units and to assist in the formation of others.

When fully functional, the retirees program will be national in scope and will operate in the areas outlined above.

Board members spent considerable time discussing current collective bargaining activities, including progress toward achieving a national agreement with United Parcel Service.

General President Fitzsimmons reported to the board members on the current status of the UPS national-agreement goal, reviewing the recently completed agreement with UPS in the Central States Area. Negotiations are currently underway in the Eastern Conference and negotiations with this company will begin later in the year in the Southern Conference and Western Conference areas. All are



working toward common expiration dates in agreements with this company, with the expectation that national negotiations will begin in 1979.

Fitzsimmons also reviewed bargaining for a renewal of the National Automobile Transporters Agreement, currently in the process of a membership mail referendum.

General Secretary-Treasurer Schoessling reported to the board on the activities of his office and steps taken to implement the actions of delegates at the convention dealing with finances of the union.

In another action, the board approved a state-wide charter in the State of Minnesota covering employees there working in airlines, aerospace and allied areas. The new charter is designated Teamster Local Union 2747.

Board members also reviewed the organizing program underway in the Tri-State area of West Virginia, Ohio and Kentucky. This program is directed to bring union wages, hours and conditions to thousands of coal haulers in those areas. General Organizer Jackie Presser reported to the board that the recently structured program already has brought union status to 1,500 workers in this energy field.

Acting on a request of the labor history department of Catholic University of America, the board moved to use this educational facility as the depository for papers and documents of the union. The move was taken to enhance the field of study in labor history.

Previously, the union had cooperated with the Wisconsin State Historical Society, making available the 'Tobin Papers' for educational purposes. Now a more general program of cooperation in the field of labor history will be implemented with Catholic University of America.

Considerable discussion was generated by reports to board members from the International Union's legal and legislative departments. Methods of increasing activity of the membership in the International Union's legislative and political action program were considered. All monies used by the Union in the national political area must be generated from voluntary contributions of the membership.

This is done through voluntary memberships in DRIVE (Democrat, Republican, Independent Voter Education), the political arm of the International Union.

Finally, General President Fitzsimmons led a general discussion by board members of what can be done by the International Union to combat the avalanche of false and misleading information about the International Union in the commercial press and on commercial television.

While many of the programs discussed will be directed to the general public in an effort to combat the flood of falsehoods in the press, the union also will expand its program of information dissemination to the current membership in all areas of collective bargaining and union representation.

First in a series . . .

THOUGHTS OF THE GENERAL PRESIDENT

Note: I am putting this together to form a better communication between the membership and the International Office. So, keep that in mind, because we will, from time to time, be publishing articles in the magazine. Now, let me begin:

You, our brother and sister local unions throughout the International Brotherhood of Teamsters, will understand that it has now become necessary to have a new concept of communication between the International Office and the membership.

In trying to create this, we are publishing these articles in the magazine to try to bring to you on a regular basis what is happening with this International Union in reference to the attacks from various sources, mainly the media and the government, and what is attempting to be done in fostering insurgent groups to be heard through the media in attacks on this International Union.

At the outset, I say to you it is definitely the feeling of the entire International Union executive board that we will not allow this kind of propaganda to deter the real thrust of what this International Union has to do to service its membership, its families and communities throughout the United States, Canada and Puerto Rico. Regardless of those who made up their minds that they are going to deter the thrust of what we are here for, there is only one thing I can say to them: It is that you the membership will make that determination.

To put this in proper perspective, as you know—under our constitution, we have a convention every five years. The convention which ended on June 18, 1976, was the 21st convention of this International Union.

You realize that at this convention, delegates, elected by the local union membership, meet in unison, representing all our local unions. At the convention, they go through and review the business and determine what programs we will carry out for the next five years.

We, the International Union executive board are also elected at the convention and are charged with the responsibility of maintaining and operating this International Union for the next five years.

There is nothing that we can do, as far as the constitution is concerned, once it is put before the delegates at the convention. They review, discuss and determine—by majority vote at the convention—what our line of action will be for the forthcoming five years. That action and that type of business was done at our 21st convention. The approved constitution is now being put together in reference to the action by the delegates on behalf of the membership at that convention. It will be put in form for distribution throughout our International Union for all its local unions.

To you, the membership I say seriously, it is your responsibility to get a copy of that constitution and see that your local unions are operated in accordance with what that constitution calls for; also, in accordance with your by-laws which you pass and approve and put into effect in your local union status.

There is no mystery about our International Union, there is no secretive program to reward, as the press says, those in the favor of the International Union, mainly myself. There is no mystery to this situation at all.

Your local unions, for instance, are charted by our International Union through a contract charter. Once there is a group of people which wants representation by the International Brotherhood of Teamsters, they apply for a charter. After an investigation to determine whether or not it serves the best purposes of the membership, the executive board passes upon whether to issue the charter or not.

Once the charter is issued, that group of people, under its charter, must operate within the strict confines of the constitution. If they don't, we then have to take the necessary steps to see that they comply with the constitution or we cannot have that kind of group in our International Union.

And, as most of you know, in addition to the constitution, you have your local union by-laws committee which creates a set of by-laws, and they must be in accordance with the constitution. But the by-laws are adopted to run your everyday business in your local union.

If they meet the requirements of the constitution, naturally, the executive board will approve them and that is the way you operate your union.

There will be additional articles in the forthcoming issues of the magazine to establish a better communication program between our membership and the International Office.

Going back to 1957—we have been under attack by those who would say that this organization is not operating within the scope of the law of the land. This accusation is false.

I can only say one thing: We have had many investigations going back to the Hoffa investigation, going back to the McClellan investigation. This was followed up with the task force and the Taft-Hartley law, the Landrum-Griffin law, and the various laws of the land that are supposed to govern labor organizations in this country.

I truthfully and honestly say to you that we have conformed with every requirement of the laws, filing required reports. That means all laws such as the International Revenue Code and those of the Labor Department and others.

In addition to that, we have had investigations by the Internal Revenue Service. We have had them by grand juries. We have had them by Senate and Congressional committees, and they continually keep on harping about this International Union.

I can only say one thing to you that I have said publicly before:—If we are wrong, then the law should investigate and prosecute those who are violating their oath of office, or violating the good concepts of the law against the better interests of the membership of our local unions throughout the country.

I have no complaint if this is done justifiably to give every man his day in court. (I do say that these rough programs are fostered by those who would destroy organized labor in general and especially the International Brotherhood of Teamsters.) We are the largest labor organization in the world today. It isn't because we are the largest labor organization that makes us a great organization. It is because of determined efforts of you the membership, the local union officers and the International Union executive board to carry on, day after day, in our regular order of business what is best and serves the best interest of you the membership.

But, unfortunately, in my opinion, the media—TV, newspapers and magazines—seem to have a fetish about the International Brotherhood of Teamsters. Naturally, being the largest labor organization, we are newsworthy. Unfortunately, the media do not come to us in advance

with all the malarky they put out in reference to our unions and our activities.

When they do come to us and say is this true or is this a fact, they pay no attention to what we say. But, instead, they proceed from unnamed sources, making it impossible for us to question those who seek to embarrass this International Union.

Now the reason we feel seriously about these kind of attacks which are continually in the news without foundation is because every one of you—our members, our families and our communities—are put in a defensive position.

It is a difficult thing for me to hear that our people, because they are Teamsters, are embarrassed because the press continually condemns this International Union.

Sure, there is no question that we are organized in practically every community because of the needs of our membership, and it is going to continue to be that way because it is our reason for being in business.

But the media, as I said, are not the only ones. It seems to be that people in our Congress and our Senate who favor 'right-to-work' laws, who favor the U. S. Chamber of Commerce and the National Association of Manufacturers are also a part of it as they seek recognition running for public office.

For instance, we are not the only labor organization in this country. There are some 180 International Unions representing working men and women. There are some 18 million people who belong to labor unions. The rest are not organized. It is only right and natural that people seek to be represented against those who —time will show—will place them back in industrial bondage without union representation.

Now, unfortunately, I must say this: When the International Brotherhood of Teamsters was expelled from the AFL-CIO they used the word 'corruption.' It wasn't on account of corruption.

George Meany and the AFL-CIO executive board took a position that Teamsters would have to subscribe to their code of ethics. And, to stay in the AFL-CIO we would have to give up our rights to organize the unorganized. They said because of jurisdictional lines, we could not organize certain types of people.

Naturally, we do not tread on the jurisdiction of the building trades and other unions. But we do call to other unions' attention people looking for and in need of organization. If these people are continually ignored, then we organize them. We have done it in the past. That is what made us the greatest and largest organization on the North American continent. And we will continue to do that.

As far as we are concerned, that means people in the public sector and other jurisdictions. We have many classifications in the Teamsters from all walks of life, and we will continue to represent these people as we have represented them in the past.

Putting it all together, you see we have these kind of forces trying to censure the International Brotherhood of Teamsters. Yes, even with the intent of destroying this organization; and if that ever comes about the representation you have in your unions also will be destroyed.

Now I think, again repeating, that this is a new concept of communication between the membership and the International Office. I think we must bring a few items to your attention at this time about what is happening to our International Union.

In my estimation, it all began when we endorsed President Richard Nixon in 1972. Why did we endorse President Richard Nixon? There is only one reason. We had no choice in reference to what is best for this country.

I will not try to justify our position at this time, only to say that you saw what the opposition was. In my opinion, if we had supported Sen. George McGovern, we would have turned the government over to a person who would have conceded to every wish of every foreign nation. I shudder to think where we would have wound up.

However, as we went through the early stages of the Nixon administration, we came to the so-called Watergate investigation. Whether the Watergate charges were right or wrong, I think we came out of Watergate better knowing what went on in our government. That doesn't necessarily condemn everybody just because they were in the administration at that time. I am sure that you were just as confused as I was in hearing the differences of opinion of those people who were connected with the administration.

Be that as it may, they stood before a jury of their peers and were judged accordingly. The result is self-evident.

We now have Gerald Ford as President of the United States. He picked his cabinet members and his administration which is the dominate factor in our government.

To say the least, some of his actions fall short of what organized labor expected. For instance, there was the Waterways Bill where we would have had equal representation on the high seas for American seamen and American flagships. You can rest assured that American flagships are in a minority. This legislation passed both houses of the Congress and would have put us back on an equal basis on the high seas and would have put American sailors to work. President Ford—for whatever reasons—vetoed the bill which withstood the so-called Democratically-controlled congress.

The next item in reference to organized labor concerned the bill to create jobs for the unemployed. It passed both houses of the Congress. Unfortunately, when it got to the President's desk for signature, he vetoed it. Again his veto was upheld by the so-called Democratically-controlled Congress.

The most recent situation was the important common situs picketing bill sought by the building trades. There is no question that the building trades have been restrained in picketing a construction site for quite a number of years. Labor was told that if it would support a companion bill on collective bargaining, the administration would sign such a bill passing both houses of the congress, giving building trades the right to effectively picket construction sites. That was done. All of labor cooperated. The media carried stories of Ford's promise to sign such a bill.

But, then pressure came from contractors, the 'right to work' group, people in the building industry who reminded the President of his upcoming campaign for reelection. President Ford vetoed that bill.

By going back on his promise, President Ford so compromised the—then Secretary of Labor John Dunlop that he resigned to maintain his credibility and his confidence with people in organized labor.

I'll be talking more about all these issues in our magazine in the months to come. Since communication is a two way street, let me have *your* ideas as well and if you have any questions on what I've said here, I'll try to answer them for you.

Second in a series . . .

THE COAL FACTS

In 1776 America suffered its first fuel embargo. The American Revolution had cut us off from coal supplies in England and Nova Scotia. At that time coal was not a home or industry fuel, but it was vital in producing cannon. Because it was easier to import the relatively small amount of coal we were using prior to the Revolution, we had not developed our own coal mining. The embargo changed that, and we began to mine coal that later revolutionized our industrial leadership as we went on to become the world's largest steel producer.

The abundance of coal in 1976 may well be the answer to the second threatening embargo—that of oil—and may well be the key to our future industrial strength and freedom.

Coal was the basis of spanning the continent with the great railroads that opened the West.

Coal was the fuel of our great steamships that made us a maritime giant and a naval power in the beginning of the 20th century.

Coal revolutionized the heating of our homes.

Coal gave us one of the pioneer organizations in Free Trade Unionism.

In December 1973 our country was shocked by the oil embargo of the O.P.E.C nations. We had always taken cheap and abundant energy for granted. It had never occurred to us that we weren't the master of our ship regarding energy. It was not generally known how much we depended upon foreign sources for much of the vital oil we were using. We all knew that the U.S. was a leading producer of oil and had heard many times about the hundreds of years supply that lay in the ground and we also knew that some countries of the Middle East were producing oil almost exclusively, but we were not aware of the full picture.

Despite the development of nuclear energy, and its promise for the future, America's energy demands have raced ahead of our production and we are unable to meet our present requirements without importing some 45% to 50% of our current oil consumption. (Recent monthly figures have been about 50%).

The real disturbing factor of our situation is that, at the time of the embargo, we were importing approximately 32% of our oil consumption. In spite of our firm resolves to conserve energy and cut our percentage of imported oil, we have gone *not down from 32%, but up to 50%.*

Today our energy demands are rising, employment is up, auto sales have reversed and we may see a record year in new cars on the road. All this means continued demand for more energy and if no positive action is taken, then a rise in our dependency rate is certain.

There is no doubt that the problem is very complex, having many factors such as: number of energy sources, both domestic and foreign; demand; prices; exploration; national policy; inflation; leadership; politics; balance of power; life styles; trade economics; national defense; employment and future growth, but for the very reason of its complexity we had better move for the adoption and implementation of a National Energy Policy beginning with needed and obvious actions.

As one cutoff of energy source (coal—1776) forced us to develop our own coal supply, another threatened cutoff of energy source (oil—1976) should send us back to the same supply to counter an outside threat.

Coal production hit a peak after World War II and then fell steadily during the 1950s. By 1961 the production of coal fell by nearly half, a startling occurrence brought about by the availability of cheap foreign oil and rising domestic production.

Our electric utility plants, for a variety of reasons, became more dependent on oil as our demands for energy grew. A main factor was, of course, *cheap foreign oil.* This factor of price attracted and lulled us into a vulnerable position sharply brought into focus by the 1973 embargo.

Table II–3 Numbers of Major Facilities Potentially Required by Year 2000

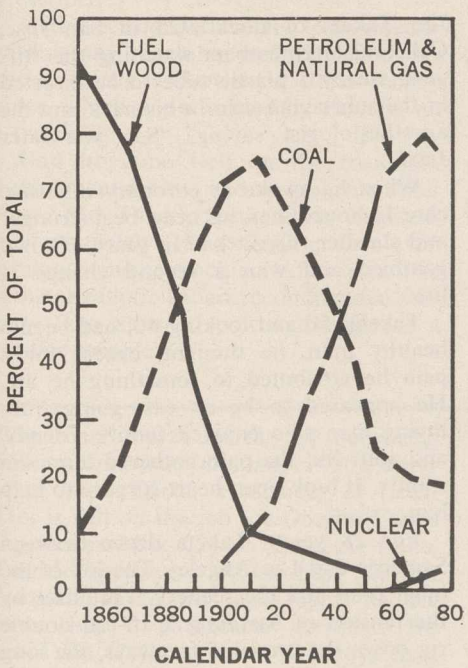
Type of Energy Facilities	Number of Equivalent Facilities Potentially Required in 2000	Existing in 1975
Fossil Power Plants (1000 MWe equivalent)	500–800	400
Nuclear Power Plants (1000 MWe equivalent)	450–800	37
Geothermal Power Plants (1000 MWe equivalent)	40–100	0.5
Solar Electric Power Plants (1000 MWe equivalent)	50–100	0
Coal Mines (one million tons/year equivalent)	1600–2370	640
Coal Liquefaction or Gasification Plants (50,000 b/d oil equivalent)	70–140	0
Oil from Shale Plants (50,000 b/d oil equivalent)	40–80	0
Buildings (millions) Solar Heated and Cooled	13–22	negligible
Heat Pumps (millions)	13–26	0.2
Electric Automobiles (millions)	10–20	negligible

Notes
- The list is non-additive because different technologies serve the equivalent energy markets in different scenarios.
- Source for the date is the ERDA—48 scenarios.
- MWe = megawatts electric
- b/d = barrels per day

Table II–4 Proposed National Ranking of RD&D Technologies*

HIGHEST PRIORITY DEMAND	
NEAR-TERM CONSERVATION (EFFICIENCY) TECHNOLOGIES	• CONSERVATION IN BUILDINGS & CONSUMER PRODUCTS • INDUSTRIAL ENERGY EFFICIENCY • TRANSPORTATION EFFICIENCY • WASTE MATERIALS TO ENERGY
HIGHEST PRIORITY SUPPLY	
NEAR-TERM MAJOR ENERGY SYSTEMS	• COAL-DIRECT UTILIZATION IN UTILITY/INDUSTRY • NUCLEAR-CONVERTER REACTORS • OIL AND GAS ENHANCED RECOVERY
NEW SOURCES OF LIQUIDS AND GASES FOR THE MID TERM	• GASEOUS AND LIQUID FUELS FROM COAL • OIL SHALE
"INEXHAUSTIBLE" SOURCES FOR THE LONG TERM	• BREEDER REACTORS • FUSION • SOLAR ELECTRIC
OTHER IMPORTANT TECHNOLOGIES	
UNDER-USED (LIMITED APPLICATION) MID-TERM TECHNOLOGIES	• GEOTHERMAL • SOLAR HEATING AND COOLING • WASTE UTILIZATION
TECHNOLOGIES SUPPORTING INTENSIVE ELECTRIFICATION	• ELECTRIC CONVERSION EFFICIENCY • ELECTRIC POWER TRANSMISSION AND DISTRIBUTION • ELECTRIC TRANSPORT • ENERGY STORAGE
TECHNOLOGIES BEING EXPLORED FOR THE LONG TERM	• FUELS FROM BIOMASS • HYDROGEN IN ENERGY SYSTEMS

* Individual Technologies are not ranked within the technology categories.



SOURCE: HISTORICAL STATISTICS OF THE UNITED STATES BUREAU OF THE CENSUS; U.S. BUREAU OF MINES, 1974

Figure 1–1 U.S. Energy Consumption Patterns

A BIRTHDAY THOUGHT 200 YEARS OF INDEPENDENCE 30 MONTHS OF (ENERGY) INDEPENDENCE

From the day we declared our independence from Britain we worked and fought to build the greatest country the world has known.

In December 1973 our foreign oil was cut off by the oil embargo.

AT THAT TIME, ABOUT ¼ OF OUR OIL WAS IMPORTED.

The embargo demonstrated how threatening it was to be dependent on others for the energy we need as an industrial nation.

Therefore, Congress and the White House adopted a policy of energy independence.

NOW, 30 MONTHS LATER, ½ OF THE OIL WE USE IS IMPORTED.

While we celebrate one successful quest for independence we should ask . . .

WHY IS THE OTHER FAILING? WILL NEXT MONTH, OR THE FOLLOWING MONTH FIND US MORE, OR LESS DEPENDENT?

Indeed, our whole structure as a nation was vulnerable.

While, hopefully, research and development move ahead in the fields of nuclear, solar, wind, geothermal and tidal energy, the results and timing of usable energy are unsure.

Our nation relies most on the least plentiful domestic energy resources—oil—and the least on the most abundant resource—coal.

Coal is our one, sure, abundant resource. How should we best use it?

As a beginning, the Administration and the Congress should immediately adopt a positive program to encourage the conversion from oil to coal by the utilities.

The government should be committed to a short-term goal of increasing coal production by 100%.

The whole procedure of government leasing of coal reserve land should be brought up-to-date.

Research programs should be speeded up in relation to the extraction of liquid fuels from coal and shale.

There is no greater priority than that this nation be moving toward control of its energy producing needs within the bounds of a sensible environmental protection procedure.

ENERGY FACTS

Pre-embargo (1973) price of foreign oil was $3.40 a barrel. Today, foreign oil is $12.99 a barrel.

Today, gas and oil provides 75% of energy consumed in the U.S. Coal provides 18%.

Utilities use 1.5 million barrels of oil a *day*.

Oil can be refined into combinations of some 2,400 different products.

Today, a single city the size of Washington, D. C. uses more energy than the *entire* nation did in 1776.

Today, in the U.S., 100 million vehicles go 1,000,000,000,000 miles each year.

In 1860 coal mined in Virginia sold for 25¢ per ton. In 1975 it was $22.50 per ton.

In 1885 coal surpassed wood as basic energy source in the U.S.

In 1898 coal miners normal work week was 60 hours.

In 1900, 200,000 miles of railroad track matches total for all of Europe.

In 1952 diesel-electric units surpass steam locomotives.

First auto crossing of U.S. takes 6½ days.

WINNERS

AMARILLO, TEXAS, LOCAL REACHES FIRST CONTRACT WITH LEVI STRAUSS

Teamsters Local 577 in Amarillo, Texas, has just negotiated with Levi Strauss Company in Amarillo, Texas, the first Teamster contract in history to be reached with this company.

The contract covers 300 employees of the Distribution Center and Satellite plant in Amarillo.

Charlie Thompson, president and business manager of Local 577, described the new contract as "the best contract Levi Strauss has anywhere," adding that it was better than any Amalgamated Clothing Workers or Garment Workers contract now in existence with Levi Strauss.



Bernard Lee King, member of Local 822 in Norfolk, Va., receives a back pay check for $14,000 from Ernest Hines, president of the local. King was discharged from ITT-Gwaltney, Inc. in 1974. He was recently restored to his position as an over-the-road driver without loss of seniority, fringe benefits or back pay.



Gerald N. Hall (center) president of Hall's Motor Transit Company, Mechanicsburg, Pa., poses with seven company drivers who earned the President's Award —a handsome engraved wrist watch—for driving 20 years without a chargeable accident. The drivers, with their wives, enjoyed a full day at company headquarters where they received the traditional red-carpet treatment and their awards from President Hall. Pictured (l. to r.): Mr. and Mrs. Carl J. Hunter, Wilkes-Barre, Pa. (Local 401); Mr. and Mrs. Earl Seiberg, Mechanicsburg, Pa. (Local 776); Mr. and Mrs. Gerald M. Mowery, Williamsport, Pa. (Local 764); Mr. and Mrs. Edward E. Martin, Baltimore, Md. (Local 557); Mr. and Mrs. Kenneth W. Ditch, Hagerstown, Md. (Local 992); Mr. and Mrs. Ralph Freed, Kutztown, Pa. (Local 429); Mr. and Mrs. Anthony B. Czlonka, Greenville, Pa. (Local 261). Another driver who qualified for the President's award was John R. Booker, Richmond, Va. (Local 592), but he was not available for the photo-taking ceremony.

"MISS VERMONT TEENAGER" MEETS GOVERNOR THOMAS P. SALMON

Susan Diane Combatti, daughter of Mr. and Mrs. John Combatti, is this year's "Miss Vermont Teenager," representing her state in the national finals this month. Her father, a member of Local 597, is employed by Quinn Freight Lines at the Rutland Terminal.



OPEN-HEART SURGERY GIVES TEAMSTER NEW LEASE ON LIFE

Jim Taketa of Local 923 in San Jose, California, remembers watching the surgeon steady a plastic tube to be inserted in the subclavian vein in his neck and the anesthesiologist saying, "See you later Jim."

When he awoke in coronary intensive care 12 hours later, his heart beat stronger and steadier than it had in years. He had gambled and won a second chance at life.

Taketa, 50 and looking 40, had been a healthy man, he thought, except for a pain he attributed to something he ate. He appeared to be an easy-going, fun-loving man who enjoyed family, friends, and golf. But the pain bothered him constantly. It took open-heart surgery to help him.

For 28 years, Taketa drove between San Jose and Los Angeles. The joy of the open road and the scenery was offset by the tension of barreling a 10-ton double rig down the crowded freeways, the long stretches in the cab, the irregular sleeping hours, the lack of exercise, and the coffee, cigarettes, and quick-fried, truck-stop food.

"I took it in stride," Taketa said, "but inside it must have been doing its dirty work. But my life and habits were not so

different from a million others. How come this happened to me?"

Coronary artery disease is not fully understood. The hardening of the arteries that supply blood and oxygen to the heart muscle is known to be unpredictable, progressive, and eventually totally disabling if not fatal. Each year nearly 700,000 Americans die of heart attacks or other effects of arteriosclerosis.

The disease seldom creeps up unexpectedly, but it is associated with high blood pressure, high cholesterol, overweight, heredity, diabetes, and the triple threat of modern living—stress, smoking and the lack of exercise.

Taketa disregarded the symptoms of his problem, treating the pain with antacids. But the symptoms came on with increasing frequency until finally fatigue, shortness of breath, and sharp chest and arm pains forced him to seek medical help.

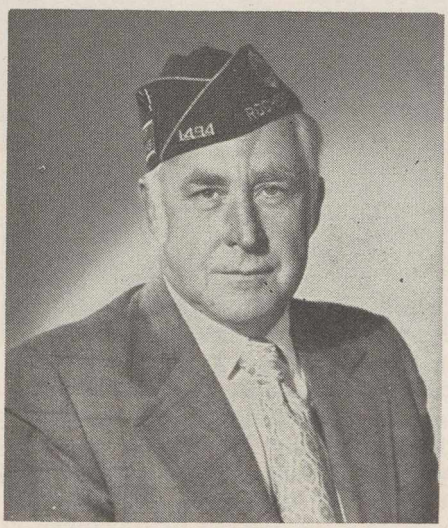
The family doctor diagnosed heart disease. The cardiologist, Dr. Kam Tabari, confirmed it. Taketa found it hard to believe that he had suffered a heart attack without knowing it. But convincing evidence was provided by a test that Tabari prescribed.

With electrodes connected to an electrocardiogram machine and taped to his chest, Taketa underwent a stress cardiogram, which is performed by running on a treadmill.

Had he done well on the treadmill, Tabari would have had to look for other clues. But Taketa flunked the treadmill test completely. He couldn't endure even a minute on the machine. After a cardiac catheterization, Tabari recommended surgery. The alternative was the life of a cardiac cripple.

FOUR WINS THIS YEAR AT WIEN AIR ALASKA

With their two most recent wins at Wien Air Alaska, Teamsters have signed up more than 800 workers in the airline so far this year. Clerical, office, fleet and passenger service employees and dispatchers are now IBT members.

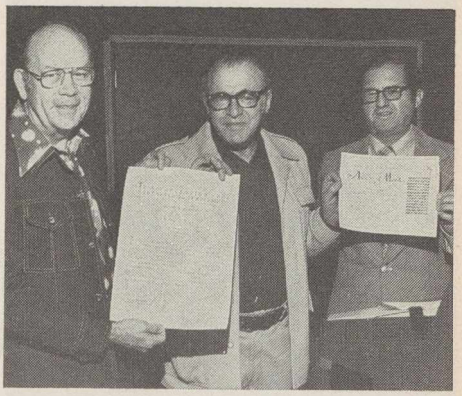


TEAMSTER HEADS AMERICAN LEGION POST

Leo Van Nostrand, vice president of the Rochester, N.Y. Teamsters Joint Council 17 and secretary-treasurer of Local 791, was unanimously elected Commander of the Monroe County American Legion by 350 delegates from 59 Legion posts in the county. A veteran of the Army Air Corps in World War II, Van Nostrand has served the local Legion organization in various capacities for over 30 years.



Cloyd Miller of Local 245 in Springfield, Mo., is back on the job at Roadway Express with full seniority and back pay, thanks to the efforts of J. B. DeBerry, secretary-treasurer of the local and Marvin Johnson, its agent, all pictured here. On receiving his check, Miller said he was glad to be a Teamster and the successful outcome of his case shows that the local union is doing something for its members.



Arthur S. King, president of Local 285, received a certificate of special commendation from Detroit's Allied Jewish Campaign-Israel Emergency Fund at a recent meeting of the Teamsters group held in conjunction with the Histradrut campaign to benefit Israel. Also singled out for recognition was secretary-treasurer Ernest Zipser. I. William Sherr, AJC-IEF vice-chairman, made the presentation.

The Allied Jewish Campaign-Israel Emergency Fund is the annual fund-raising effort of the Jewish Welfare Federation of Detroit. Its proceeds go to the United Jewish Appeal and sixty other humanitarian agencies which provide human service to Jews in this country and overseas.



"Big John" Turza on the job delivering milk to Lakewood, Ohioans (1936). Forty years later, Turza, a member of Local 336, is still on the job for Oberlin Farms Dairymens Milk Co. on the same route. Turza's employers praise him for his "outstanding record" and report he has never had a chargeable accident. He keeps his truck spotless, is always neat himself and has a friendly smile for all. The popular milkman is married, has seven children and likes to tend his garden when he's not out delivering his important cargo to his customers in Lakewood.

WINNERS



Million Milers—Lifetime memberships in the "Million Mile Club" of the National Safety Council were awarded recently to thirteen drivers who are members of Local 478 in Union, New Jersey. Awards were made by their employer, Eastern States Transportation Company, Keasbey, New Jersey. First row: Arnold Calabrese; Thomas O. Rule, customer representative; Alfred Brown; John A. Magrino, Driver Supervisor; Frank Kupper. Second Row: Henry Sienkiewicz; Thomas DeStefano; Harold Gries. Third Row: Daniel Driscoll; John Werner; John Beck.

Not present for the photo were: Andrew Serwin; Daniel Germaine; John Baylock and James Evey.



DRIVES 144,000 MILES A YEAR WITHOUT ACCIDENT

Three million miles without an accident is the proud record of Billy Patrick of Local 549, who drives for Strickland Trucking Company out of Rogersville, Tenn.

The record is the more remarkable considering that Patrick drives more than 144,000 miles a year.

He wears on his left wrist a gold watch given him in July, 1970, for 15 years of safe driving. On his ring finger is a gold ring with a ruby set. Inscribed around the ruby set are the words "Safe Driving Award". Inside the set is the number 20 indicating 20 years of safe driving.

Patrick, 45, has been driving since he was 16. Born in Arkansas, he moved to Rogersville in 1970.

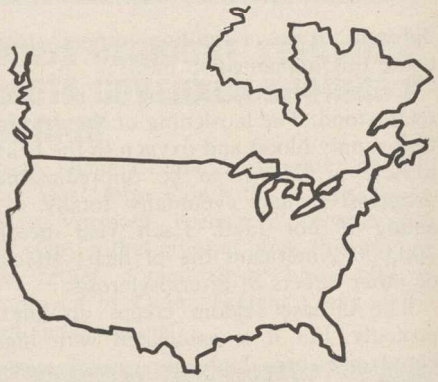
He began driving steadily for Strickland in 1955, and had driven for them a few years prior to that. Since that time he has not had any accidents on his travels. He drives from Rogersville to Memphis.

His biggest complaint about present-day traffic is the 55-mile speed limit and the slow-moving vehicles.

"The 55-mile limit," he says, "causes more traffic jams than anything at all and a recent survey by a trucking firm showed that on a run from Rogersville to Memphis at 55 miles an hour 20 gallons more of fuel was used."

Patrick says the trucker's image is better now than in former years. "When trucking first started," he recalls, "anyone could drive a truck, but trucking has a better class of men now and they are more educated. If you are not a pretty straight person nowadays in the trucking industry they will not keep you."

The main things responsible for his safe driving, he says, are looking ahead, good equipment and his CB radio. He says he always checks his equipment before leaving on a trip.



TEAMSTER RANKS KEEP GROWING

From Alaska to Alabama, Teamsters are scoring wins in representation elections. Latest additions to the union include the following:

Local 612, Birmingham, Alabama—Appleton Wire Works Corporation, Montgomery (Dan L. West, vice president).

Local 959, Anchorage, Alaska—Drivers and warehouseman, Alaska Wholesale, Incorporated, Anchorage (Frank Hydenot, president).

Local 310, Tucson, Arizona—Samplers-Metatergic Lab., Duval Sierrita Corp., Sahvarita (Jim Broome, B.A.).

Local 63, Los Angeles, California—Warehousemen, including receivers, packers, shippers, expediters and leadmen, Beck/Arnley Corporation of California, Compton (James P. Farris, vice president).

Local 986, Los Angeles, California—Warehousemen and office clerical, Tanne Apparel, Incorporated, Pico Rivera (John LeFlore, organizer).

Local 890, Salinas, California—Forklift operators, machine operators and warehousemen, L. A. Hearne Warehouse Company, San Lucas (Jose Charles, secretary-treasurer).

Local 381, Santa Maria, California—Electronic assemblers, communications controllers, data clerks, teletype operators, computer operators, key punch operators, maintenance workers, supply workers, driver-messengers, Federal Electric Corp., Western Test Range Division, Vandenberg Air Force Base (Dwayne H. Unke, secretary-treasurer).

Local 50, Centralia, Illinois—Pet Milk, Inc., Greenville (Clement (Babe) Nitka, business representative).

Local 50, Centralia, Illinois—Fairfield

Gas Co., Fairfield (Clement (Babe) Nitka, business representative).

Local 710, Chicago, Illinois—Highway drivers, dockmen, spotters, rampmen, meat, packing house and allied products drivers and helpers, office workers and miscellaneous employees, American Stevedoring Corporation (William D. Joyce, secretary-treasurer).

Local 89, Louisville, Kentucky—Truck drivers, Dollar General Corp. & Provate Carrier Driver Leasing, Inc., Glasgow (Norman C. Hug).

Local 333, Baltimore, Maryland—Freezer Box Division, Annapolis Yacht Yard, Annapolis (Bryan H. M. Griffin, recording secretary).

Local 333, Baltimore, Maryland—Office clerical staff, ARA Food Service Company, Cockeysville (Bryan H. M. Griffin, recording-secretary).

Local 376, Detroit, Michigan—Mechanics, bumpers, painters, and support personnel, McKenzie Ford, Incorporated, Rochester (Edward Petroff, Jr., president and Edgar Stone, business agent).

Local 406, Grand Rapids, Michigan—Driver-sales, Kreamo Bakers, Incorporated, Holland (Raymond Wilder, business agent).

Local 840, New York, New York—Salesmen, Pape Chevrolet Company, Inc., Bronx (William Thuchow, secretary-treasurer).

Local 348, Akron, Ohio—Groundskeepers, The Portage Country Club, Akron (Dan F. Darrow).

Local 20, Toledo, Ohio—Sales servicemen, laborers, machine operators, mechanics, Secor Tire and Retreading, Incorporated, Toledo (Richard L. Eddington, director of organizing).

Local 538, Kittanning, Pa.—Drivers, H. E. Shoup and Venco Trucking, Inc., Kittanning (Raymond H. Baker, secretary-treasurer).

Local 745, Dallas, Texas—Over-the-Road Drivers, White & Lasater, Incorporated, Dallas and Houston (Charles E. Haddock (secretary-treasurer and business manager).

Local 1111, Houston, Texas—Flinkote Supply Co., Houston (Ralph Waymire, secretary-treasurer and business manager).

Local 592, Richmond, Virginia—Drivers, head men, office clerical, Metropolitan Linen Rental Service Company, Hopewell (R. M. Jenkins, vice president).

SEVEN CHILDREN OF LOCAL 169 MEMBERS AWARDED $4,000 EACH IN COLLEGE GRANTS



Seven children of members of Local 169 in Philadelphia, Pa. were awarded college grants of $4,000 each by the Local 169 Frank Keane Scholarship Fund. Presenting the awards are Joseph M. Lyons, business agent and trustee of the fund (left) and Bernard J. Marcus, secretary-treasurer and trustee. Scholarship winners are Catherine McKee, Christopher Wood, Kathleen Boyce, Kathleen Annan, John Maguire, Catherine Braccio and Carol Hautinger. The Frank Keane Fund now supports 23 children with college grants.



Local 705 Awards $10,000 In Scholarships

Children of five members of Teamsters Local 705, Chicago, were awarded $2,000 scholarships in the union's annual competition. The grants are paid at the rate of $500 a year over four years. Presentation was made by Secretary-Treasurer Louis F. Peick (right) of Local 705, who is also an international vice president, and Frank Kratky, (left) president of Local 705. Scholarship winners, from left: Lauren Du Puis, daughter of Jack Du Puis, member of Local 705 employed at Grant Lumber Co.; Keith Willer, son of Kenneth Willer, Marco Aliminum; Rhonda Tanner, daughter of Roland Tanner, Amberg File and Index; Michael Janchenko, son of George Janchenko, Jans, Inc.; and Carleen Mroz, daughter of Richard Mroz, Werner-Continental.

CONSUMER REPORT

BUYING A HOME— STEP BY STEP

Buying a home—whether it is your first or your fifth—requires planning and evaluation of your family's needs. Whatever your reasons for buying a house, townhouse, cooperative or condominium, you will want to find the best one that fits your lifestyle and your budget.

Because buying a home can be a bewildering experience for almost anyone, the National Association of Home Builders (NAHB) suggests this step-by-step method to help you with your house hunting:

1. Analyze your needs. Taking into account your age, family prospects and way of life, figure out your basic demands for a home so that you can answer such questions as:

- Do you want to live in the city, suburbs, or in the country?
- How long are you willing to spend getting to and from work each day?
- How many years do you intend to live in the home?
- How many bedrooms, baths and garage spaces will you need?
- What special needs—such as a sewing room or workshop—should be met?

2. Figure out what you can pay. This step calls for basic arithmetic. First, determine how much cash you can get together for a down payment. Then, compute how much of your monthly income you can spend on a monthly mortgage payment. Add the amount of the mortgage that you can afford to the down payment and you have determined the price of the house that you can afford to buy.

3. Begin the hunt. If you are not sure what part of the community you want to live in, read the newspaper ads for ideas and query real estate agents. As you "shop," you will be comparing neighborhoods as much as homes and will be considering how convenient the area is to shopping and schools, what public transportation is handy and how the neighborhood is zoned from commercial areas.

4. Once you have found the home you want, you have to find money to pay for it—the mortgage. Your builder, real estate agent or loan office can advise you about the several types of mortgage loans available and how you apply for them.

5. Before you hand over any money, know what you are signing. Whether you buy a new or previously-owned home, you will probably sign a sales contract prior to the final paper work for the actual purchase. As with any legal agreement, make sure you understand everything in the contract.

6. Find out what the "closing costs" will be. These can vary, but generally the costs include fees for title searches and title insurance, credit rating reports and property surveys.

HOUSE INSPECTION SAVES $$$

What first looks like the ideal house for your family may turn out to be a lot of headaches unless you know—before you move in—what you are really getting.

Although most consumers have a limited knowledge of construction inspection, Housing and Urban Development Dept. (HUD) say that there are steps you can take to insure that your future home is sound and that you will get what the seller promised.

With older houses, the prospective buyer should give special attention to these items:

- Termite infestation and wood rot—HUD suggests hiring a termite specialist.
- Sagging structure—Look carefully at the squareness of exterior walls.
- Wiring and plumbing—Request inspection by local government officials for code compliance to make sure the wiring is not dilapidated or dangerous. Also, check with the plumber who last serviced the house to determine the condition of the plumbing.
- Heating system and hot water—Check the general condition of the heating system and the type and capacity of the hot water tank to determine if both will meet your family's needs.
- Insulation—Find out if the attic and space between interior and exterior walls has been filled with insulating material and how it was installed. Ask for receipts for the cost of the insulation and installation.
- Roof and basement—Find out the age and type of roofing material used and check both the attic and basement for signs of water penetration. Ask for a roofer's certification.

If you are thinking about buying a new house:

- Know exactly what you are getting. Ask the developer what features come with the home.
- Find out about assessment and service charges you will have to pay. Also find out about charges for trash collection and water and sewer services.
- Get a completion date for your new house stated in the contract—and don't be afraid to check construction progress regularly.

With all homes, keep these ideas in mind:

- Before you take title to the house, make a thorough inspection trip. Check all equipment, windows and doors. This is your last chance to request changes.
- Insist on these papers when you take possession: (1) warranties from manufacturers for equipment in the house; (2) certificate of occupancy; and (3) certificates from the local health department certifying plumbing and sewer installation.

For more information on what to look for when buying a new home, HUD has published Wise Home Buying, which is free from Consumer Information Center, Pueblo, CO 81009.

These reports have been prepared by the Office of Consumer Affairs, Department of Health, Education and Welfare.

NEW HANDBOOK DESCRIBES JOB OPPORTUNITIES

Publication of the 1976-77 edition of the "Occupational Outlook Handbook" describing in detail hundreds of occupations of interest particularly to young people entering the work force has been announced by Secretary of Labor W. J. Usery, Jr.

The handbook, which is published every two years, is a primary source of vocational guidance information. For each occupation mentioned, the handbook describes what the work is like, the personal and training qualifications, the educational requirements needed, the working conditions usually found on the job, the earnings, the future job outlook, the chances for advancement, and where to find additional information.

Usery said the difficulties young people experience in their transition from school to work is a serious national problem. Providing students with good career guidance information is vital, he said, to help them plan for careers suitable to their wishes and abilities.

In addition to providing career guidance information, the handboook discusses work prospects in the years ahead. Here are some of the comments:

Up to 1985, growth in professional and technical jobs is expected to continue to outpace the rate for all occupations combined. Such jobs usually require a college degree. Demand will be strong in the health field and in such areas as engineering, personnel and labor relations work, social work and systems analysis. Teaching occupations will continue to be overcrowded, and competition will intensify in the field of law.

The clerical field, largest of the occupational groups, is expected to be the fastest growing major group. Some of the occupations that will grow faster than average are secretaries and stenographers, typists, receptionists, and bank clerks and tellers. Demand also will be strong in occupations related to data processing operations.

Service workers will experience a faster than average employment growth. Among the occupations in this group expected to grow rapidly are building custodians, cooks and chefs, police officers, and licensed practical nurses and nursing aides.

The great majority of the 58 million job openings expected through 1985 will develop from the need to replace workers who die or retire. Only about 30 percent of the jobs that will become available will result from employment growth.

About 80 percent of the 58 million openings will be in jobs not requiring four-year college degrees.

Training beyond high school, such as apprenticeship and junior and community college programs, will be of increasing importance as educational requirements in many clerical, sales, service, and craft occupations continue to rise.

Introductory material in the handbook provides pointers on where to go for more information and describes the assumptions and methods used in preparing the projections of employment requirements.

The price of the handbook is $7.00. It may be ordered from the regional offices of the Bureau of Labor Statistics in Boston, New York, Philadelphia, Atlanta, Chicago, Dallas, Kansas City and San Francisco. Check or money order should be made payable to Superintendent of Documents.

HUNDREDS HONOR GENE WALLA

Hundreds of guests gathered recently at the Bel Air Hilton in downtown St. Louis to pay tribute to Gene Walla, president of Teamsters' Construction Drivers Local 682, who retired because of ill health.

Speaker after speaker rose to praise the 55-year-old Walla, who had guided Local 682 for 23 years as president and business manager. Guests at the banquet honoring Walla included a representative group of the labor, business, and civic communities. Those paying tribute to Walla included:

Mayor John Poelker of St. Louis, on behalf of the community; Kenneth Davis, president of B&K Construction Co., on behalf of construction management; International Vice President Harold Gibbons, on behalf of the International Brotherhood of Teamsters; and Richard Mantia, St. Louis Building and Construction Trades Council, executive secretary-treasurer, on behalf of labor.



Two Million Accident-Free Miles and 44 Years with Winkler Motor Service, Chicago: That's the record of Stanley Dydo, Sr., left, who is congratulated by President Frank Kratky of Teamsters Local 705. Dydo, who joined Local 705 in 1932 when the pay was $19.40 a week, has retired. He credits the union with making possible continuous advances in living standards, benefits and job conditions.



On behalf of the membership of Local 373, Ott L. Rogers, its secretary-treasurer, presents retiring President Bernie Barnard with a Teamster ring in appreciation for his 28 years of dedicated service heading the Fort Smith, Arkansas local.

RETIREE LOOKING FOR PEN PALS

Dear Brothers,

After thirty-five years as a Teamster member I was forced to retire, because of ill health, on June 10, 1972 at Ft. Smith, Ark., Local 373. A large portion of my time was spent in Denver, Colo., Local 961.

I am making the best of my retirement in spite of ill health, but I would really enjoy hearing from some of my old friends, retired or still working.

I am still a loyal supporter of the Teamsters Union.

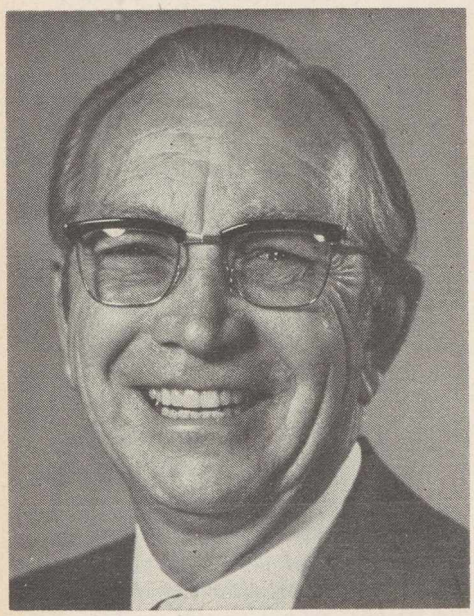
Yours truly,
Albert G. Wagner
P. O. Box 685
Sallisaw, Okla. 74955

RETIREES



POPULAR TEAMSTER RETIREE DIES AT 81

Howard "Pops" Hontz of Local 773 behind the wheel for 51 years as a local and long distance driver for D. F. Bast, Inc., Allentown, Pa. Hontz drove horse-powered wagons for several years prior to the advent of heavy trucks. His three sons and two grandchildren carry on as Teamsters, two of the sons serving as officers of Local 773. Richard is vice president and Howard serves as business agent of their father's local.



Lee Agee who has served for 32 years as secretary-treasurer of Local 96 in California will retire this month. Agee is an avid fisherman and will spend some of his retirement time pursuing fish in the waters of the San Francisco-Oakland Bay area.



RETIREES ACTIVE IN ARKANSAS

The Retirees Association of Arkansas, organized recently by Local 878 in Little Rock, is an active group of Teamsters at work on an important union issue. The retirees are gathering signatures on petitions to put the "Right-to-Work" issue on the November ballot.

RETIREE NOTES

Hyman L. Wallace, one of the original charter members of Local 317 in Syracuse, N.Y. retired in June, 1975 and is now living in Mesa, Arizona. Wallace was an IBT member for 41 years.

With 41 years in the Teamsters to his credit, Alfred Spang of Local 773, Allentown, Pa., retired recently from Consolidated Freightways. During his years of working with many carriers in the Lehigh Valley, he drove in excess of 3 million miles. Spang, the father of seven children, said he is grateful to IBT for providing him with a generous pension. He plans to enjoy his retirement fishing and hunting.

Dear Brother Fitzsimmons:

I retired after 10 years as a Teamster with the Metropolitan Transit Authority. We have had several employees retire before me. I wish to take this opportunity to thank the International Brotherhood and the staff of Local 795, Wichita, Kansas, especially Sam Smith, its president, for what they have done for the Metropolitan Transit employees, and especially for me.

L. H. Alfred
Wichita, Kansas



Roland A. Wardlow, president of Local 364 in South Bend, Ind., gives a good-luck handshake to Estle "Pappy" Aldridge, trustee of the local, who is retiring after 37 years with Express Freight Lines. When the late Thomas E. Flynn, general secretary-treasurer, resigned as a trustee of Local 364, Aldridge who had been signed to membership almost 39 years ago by Mr. Flynn was elected to serve as a trustee replacing him.

LETTERS

Dear Brother Fitzsimmons:

After retiring from Central Motor Lines in February, 1975, I have been very happy with my association with the Teamsters Union, and very grateful for what the Teamsters Union has done for me , in the way of wonderful wages and benefits, and best of all the pension benefits which I am enjoying. I am forever more grateful for the chance to be a Teamster member for the past 22 years. Good luck, and keep them rolling.

Sincerely,
W. M. Nolen
122 Victoria Rd. E.
Spartanburg, S.C. 29301

Dear Sir and Brother:

Enclosed please find a copy of a letter we received in this office pertaining to one of our members. . . .

Fraternally yours,
Vincent J. Amiano
Secretary-Treasurer (Local 408)

Dear Mr. Serfass:

It gives me great pride to commend you for your fine performance in assisting a disabled motorist on the night of 1 June 1976. A letter was received from Mrs. Marilyn Moyer dated 7 June 1976 describing her situation and how you came to her aid. The engine of her car caught fire at the South end of the Hill-to-Hill Bridge in Bethlehem, Pa. Because of the heat, the hood of the car could not be opened to allow the use of a fire extinguisher so you used nitrogen from your trailer to stop the fire underneath the vehicle and stayed with the situation until the fire department arrived at the scene.

Mrs. Moyer was unable to thank you because you had left while she was giving information to the authorities. She had no information about your name or unit number so she sent the letter to convey her thanks and gratitude to the driver of the nitrogen tank truck.

Air Products and Chemicals, Inc., is proud to have in its employ a professional driver of your caliber, who not only drives defensively but also remains aware and alert to the problems of the motoring public. You handled this situation without regard for your own personal safety to assist and avert a possible disaster.

The company, like Mrs. Moyer, wishes to convey our thanks and gratitude to you for a job well done.

Sincerely,
Paul Dehart
Distribution Supervisor
Air Products and Chemicals, Inc.

General President Fitzsimmons

Dear Sir:

I wish to express my thanks to your office for the prompt and courteous handling of my disability retirement application.

I also am very happy to hear you have been re-elected to the office of President for another term. It is good to know that we have as President of the International a man who has dedicated his life to the principles, ideals, and welfare of the membership of the greatest union in the world.

It is with deep regret that I terminate my services with Teamster Local 83 after being a Teamster member for 33 years. I also express my thanks to Bro. Bob Peterson, secretary-treasurer and business manager of Teamster Local 83 and his officers and agents as I feel they have been a great asset not only to Local Union 83 but to the International Union as well.

With best wishes
Respectfully,
Eugene R. Lee
Glendale, Arizona

The International Teamster
Frank E. Fitzsimmons

Dear Sir:

I wish to take this opportunity in expressing my heartfelt and sincere thanks for the great pension I'm now receiving. A great big "thanks" to Local 471 in Minneapolis, Minn. for all they did in helping to make it possible and a "dream come true."

Fraternally yours,
Horace J. Sutherland
Maple Plain, Minn.

CONGRESS OVERRIDES FORD VETO OF $4 BILLION WORKS BILL

Congress recently overrode President Ford's veto of a public works bill intended to create jobs despite the President's appeal to the public for a "loud and clear" support for the veto.

The President said the bill would be too costly and would overstimulate the economy. This was essentially the same argument he used in vetoing a larger version of the jobs bill earlier this year.

The Senate voted 73 to 24 to override the veto of the latest bill. This followed a 310 to 96 vote in the House. Since the vote to override in each case was more than two-thirds of those voting, the bill becomes law over the President's protest.

If Congress follows the override vote with appropriations, $3.95 billion in new funds will be made available to carry out the bill's provisions. About half that amount would go to public works projects where on-site construction could start in 90 days. Up to $1.25 billion in grants would be made available to communities with high unemployment. An additional $700 million would be allocated for construction of wastewater treatment plants.

President Ford, in a statement issued by the White House, said he was "keenly disappointed" by the action of Congress in overriding his veto, and that Congress "has badly misjudged the real public interest in enacting this bill."

The President said that what Congress in effect was saying was that:

"It is not sufficiently concerned about the risks of double digit inflation.

"It would rather create $4 billion worth of temporary, Government-funded jobs than let those same dollars go to work in the private sector to produce real, rewarding, lasting jobs.

"It wants the Federal Government to borrow yet another billion dollars from the private sector.

"It is willing to fund jobs at a cost of $25,000 apiece for each year of temporary employment created.

"And it would rather have the Federal Government borrow and spend yet another $4 billion than enact my proposed $10 billion added tax cut which would help all of our people."

He expressed the hope that Congress on reflection would not provide the appropriations to carry out the program, adding that if it did "there will be no real winners but there will be real losers—the American people."

The first jobs bill provided $6 billion to create jobs. The House voted to override on this bill, but the Senate fell three votes short of the necessary two-thirds.

The second jobs bill was only the ninth to be passed over a Ford veto in the less than two years he has held office. In that time, he has vetoed a record 53 bills passed by Congress.

STATE OF THE UNION

AMERICA'S WORKERS CALLED KEY TO LIVING STANDARD

America's high standard of living is the product far more of its workers' skills, its human resources, than the quantity of its natural resources, according to a University of Michigan economist.

Dr. J. Philip Wernette, professor emeritus of business administration and editor emeritus of the Michigan Business Review, says that productivity—the output per man hour of labor—is the key to the 10-fold rise in real income experienced by the average American family since 1776.

Writing in Tempo, publication of the Ohio Citizens Trust Co. of Toledo, Prof. Wernette notes that the rise in the American standard of living is even more remarkable when one notes that many of the goods included among today's luxuries, comforts, and even necessities didn't exist 200 years ago.

"There were no automobiles, radios, TV's, telephones, indoor plumbing, gas or electric ranges, vacuum cleaners, dishwashing machines, electric lights or washing machines," he points out. "People had simple food, with little variety, modest clothing and small dwellings—many being one-room log cabins."

The first explanation of this rise in our material well-being, the economist explains, is productivity: "Broadly speaking, the people of any nation get to consume the goods and services which they themselves produce. The goods and services do not rain from heaven, but come from human effort. To be sure, some of the goods which we consume are not produced by us. The tremendous quantity of coffee that we consume is not produced by us; we import it. But we pay for it with things we raise or manufacture. If we were not able to produce an immense quantity of goods to export, we would not be able to import large quantities of goods.

"So that although we cannot say that we literally produce the coffee, it is no misrepresentation to say that we do produce it figuratively.

"In other words, the real income of any country is controlled by the real output of that country."

This same proposition applies to per capita income and per capita output, Wernette continues: "Any country where the average worker produces very little will be a poor country. Conversely, in any country where output per man-hour is high, the people will have a high standard of living."

SIGNIFICANT ELECTION WON BY CALIFORNIA TEAMSTERS

The California Teamsters—who recently scored a significant victory by organizing federal employees in San Diego—now also represent 63 civilian workers in the U.S. Navy at Long Beach.

In an election supervised by the U.S. Department of Labor, Local 911 of the California Teamsters Public, Professional and Medical Employees Union won the overwhelming support of 63 members of the Naval Support Activity, which includes guards, police and detectives.

The Teamsters won over the International Federation of Professional and Technical Engineers and the International Brotherhood of Police Officers.

Local 911, based in Long Beach, also represents 350 civilians in Moffett Naval Air Station near San Jose as well as 120 police officers and detectives at two San Diego sites.

Federal civil service guards and police officers had previously been barred from joining a union which represented other federal civil service employees because authorities considered this to be a conflict of interest. Last May, an executive order lifted this ban.

Encouraged by their successes, Secretary-Treasurer A. Dotson Bennett reports that the local will continue an intensive drive to recruit federal employees. The drive is being led by Carmine Rivera, the president of Local 911.

SCHOESSLING JOINS COMMITTEE FOR NATIONAL HEALTH INSURANCE

General Secretary-Treasurer Ray Schoessling has joined the Committee for National Health Insurance, a group made up of 100 Americans dedicated to the achievement of a national health security program covering every U. S. resident.

In announcing Schoessling's acceptance of membership, Max W. Fine, executive director, said:

"We are very pleased to have the active participation of Mr. Schoessling in this great cause. He has an enviable reputation not only in the field of labor, but for his service on behalf of his community and many worthy causes."

The Committee for National Health Insurance was formed in 1969 and supports the Kennedy-Corman Health Security bill (S3/HR 21), currently pending before Congress.

NEW LABOR-MANAGEMENT RESEARCH CHIEF NAMED

Leon E. Lunden, at one time employed in research work for the Teamsters, has been named chief of the Division of Research and Analysis in the Office of Labor-Management Policy Development of the U. S. Labor Department's Labor-Management Services Administration.

Lunden will direct a research program concerned with labor-management relations in the U. S. with Labor-Management Services Administration programs which include the Labor-Management Reporting and Disclosure Act, Federal Labor Management Relations and the veterans' reemployment rights law.

LOCAL 732 WINS A BIG ONE

Teamsters Local 732 in New York City won a "smashing victory" in a National Board representation election covering almost 1,000 ConRail police officers.

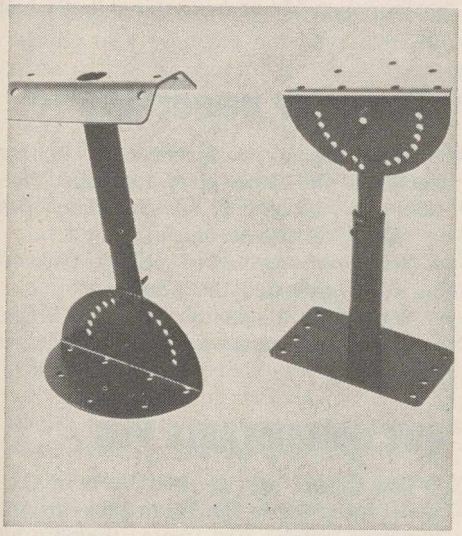
The election involved officers formerly employed by the Penn Central, Erie Lackawanna, Reading, Lehigh Valley and Central of New Jersey railroads. Before these railroads were merged into ConRail, Local 732 had represented the Penn Central officers; those at other lines had been represented by the Brotherhood of Railroad Clerks.

Secretary-Treasurer Bill Genoese said the victory resulted from a tightly coordinated campaign by the Teamsters and from the officers' awareness that they needed a strong union to represent them at the bargaining table.

"We're ready to negotiate a new contract with ConRail," Genoese said, "We're going to bring the pay and benefits of the officers at the Erie Lackawanna, Reading, Lehigh Valley and Central of New Jersey railroads up to the levels enjoyed by Teamsters at the Penn Central," he added.

WHAT'S NEW

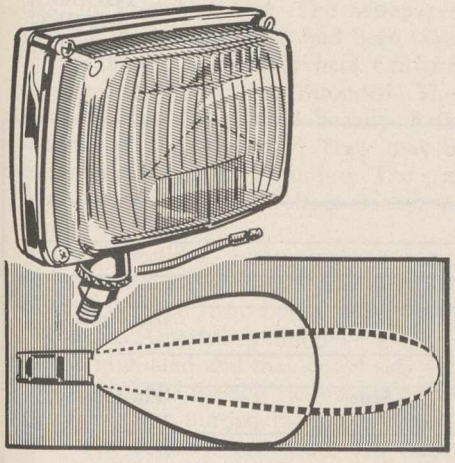
SOUND SUPPORT



Specially designed for good stereo or quadraphonic systems, these mounting brackets put the speakers up in the air where they perform best. They can accommodate any size or shape speaker, the seller claims, and there are models for wall, ceiling or corner mounting. Installation takes just a few minutes with a screwdriver.

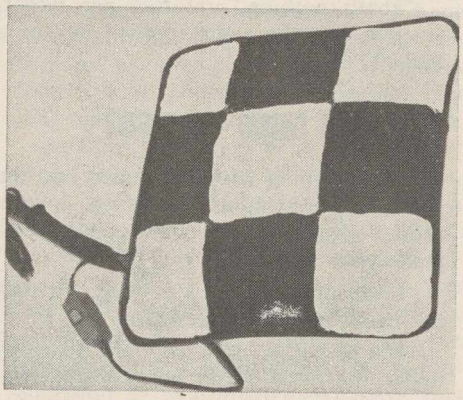
An extra benefit is the space created on bookshelves or floors for other things. Everything needed comes with the brackets—screws, bolts and instructions—and everything is packed in attractive burlap tote bags. Sounds good.

TWO IN ONE



This light is adjustable, to give you a penetrating long-range beam, or a wide, illuminating area coverage, depending on driving conditions. The retailer says it has a stainless steel housing, a clear halogen lamp, and comes with a snap-on black plastic stone guard. For 12 volt systems. Brighten your night!

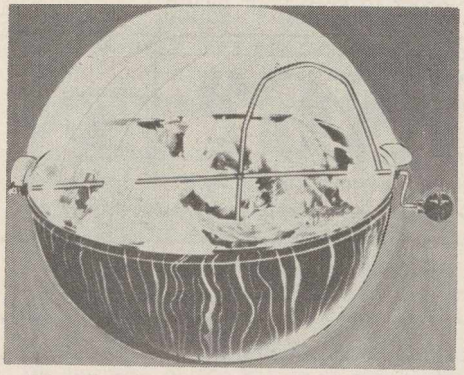
PILLOW TALK



Another vehicle seat cushion designed to make driving less fatiguing, this item plugs into the cigarette lighter socket on cars, trucks or other vehicles. The massaging action, the seller says, can be used to soothe and relax tired muscles in the knees, upper and lower back, feet, back of neck, or other parts of the body.

It can also be used as a regular car cushion or back support when it is off, and it is constructed to give years of faithful service. For people who expect to be feelin' good.

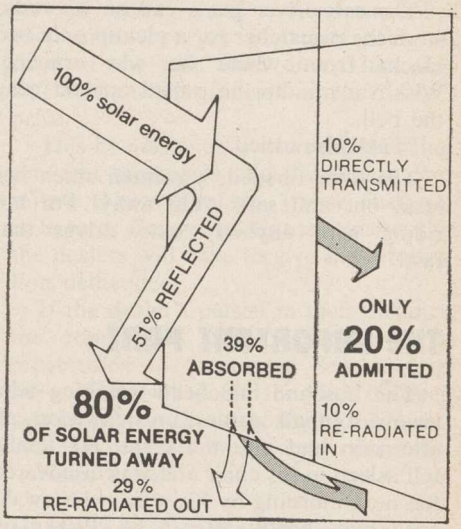
TOSS UP



It's the salad season, and this new kitchen aid can give the cooks in your family more time on the patio and less in the kitchen. The device has a built-in twirler, which blends salad ingredients better than it can be done by hand, according to the source. A scientifically-shaped twirler blade gently mixes the ingredients.

Salad dressings get well distributed, peaking flavor. Completely washable, the unit is said to last years under normal use.

HEAT BOUNCER



You can reduce air conditioning costs and increase summer comfort with a transparent window film now available. The material also gives windows a mirror-like glaze for privacy, and can help keep precious winter heat in.

The reflective plastic material reflects 77 percent of the summer sun's rays back to the outside, the manufacturer reports, and it also helps to make glass shatterproof when installed. It's relatively easy to apply, and can be used on glass for vehicles (where permitted by law) trailers, boats, offices, as well as homes. It comes in silver, gold and bronze tints.

A cool idea.

WATER DETECTOR



This interesting device is one of a family of water-detectors based on a compound that expands when it comes into contact with water. It is not affected, the maker says, by water vapor, so that it can be installed in damp locations, and will signal only when liquid water contacts the unit.

The basic unit incorporates a waterproof switch, five expandable cartridges, and an optional audible signal. It can be tied in with any existing alarm system.

LAUGH LOAD

TOO-SUPER SERVICE

The cab driver got a call on his radio from the dispatcher for a pickup only two blocks from where he was cruising. Within a minute, he pulled up and rang the bell.

"Taxi!" he called.

The door opened, a woman stuck her head out and said: "Go away! I'm not riding with anybody who drives that fast!"

THE IMPORTANT PART

The husband had been watching television football games on television all afternoon and into the night. He finally fell asleep in his chair and was discovered the next morning by his wife, who awakened him shortly after 6:30: "Wake up dear, it's 20 to 7!"

He snapped awake and shouted: "In whose favor?"

BORN THIRTY YEARS LATE

The father was telling his son about the good times he had had as a boy, raised on a farm: rolling down the haystack, riding his pony, skinny-dipping in the creek, hunting rabbits in the fall.

The boy was enraptured. "Golly, Dad," he replied, "I wish I could have met you sooner!"

TRAVELING FIRST CLASS

"Maybe you don't like my boyfriend," said the daughter to her father, "but you notice he calls for me in a $7,000 sports car!"

"That's nothing," retorted her father. "I used to take your mother out in a $25,000 bus!"

. . . AND SAW TO BED!

The travelling salesman pulled into the motel late at night. "Yes, we have a room," said the clerk, "but you'll have to make your own bed."

"Little unusual, but I'm tired. I'll take it," came back the salesman.

"It'll be No. 6," said the clerk, reaching under the desk. "And here's your hammer and saw."

CANNY KANGAROO

The kangaroo was visiting his psychiatrist. "What seems to be your trouble?" asked the shrink.

"I dunno, Doc," replied the kangaroo. I just don't feel jumpy anymore!"

AUTOMATICALLY HEALTHY

Said the doctor to the patient after his physical check-up: "There are several things you're going to have to give up in order to keep your health."

"No problem, Doc," replied the patient. "Inflation has already caused me to give up just about everything that's bad for me!"

ESSENCE OF DEMOCRACY

The Russian peasant showed up for elections and was given a sealed envelope by the official. He started to open it, "Stop!" cried the official.

"But I only wanted to see who I'm voting for," protested the peasant.

"You can't," said the official. "In the people's democracy we must have a secret ballot!"

ONE IRRESISTABLE YEN

The soldier said he had been in Okinawa for a year. "Did you pick up any Japanese while you were there?" his friend asked.

He blushed as he answered: "Just one!"

A POINTED LESSON

The rich man had bought himself a big powerboat and started offshore for St. George's Island. He promptly got lost. He saw a fisherman in a small boat and pulled alongside. "Which way to St. George's?" he asked.

"Lay a course of 270, mate," replied the waterman.

"Don't get technical," shouted back the newborn yachtsman. "Just point!"

TELL US WHERE YOU ARE MOVING FROM.



TELL US WHERE YOU ARE MOVING TO.

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME_____

NEW ADDRESS_____

City State Zip Code

OLD ADDRESS_____

City State Zip Code

LOCAL UNION NO._____

SOCIAL SECURITY NO._____

LEDGER NO._____

(If unknown—check with Local Union)

NAME OF EMPLOYER_____

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

Vol. XXIII *(From the August 1926 issue of the TEAMSTER)* Number 9

Don't forget that Labor Day is the workingman's national holiday. To the young men who did not have to participate in the struggle of the early days of organization we say, especially, is it their duty to render every help towards showing the people in every section of the country that they realize what organization has done for the workers, and that it was through the ever-watching, unstinted energy of the trade union movement and the leaders of that other day that is past, that the first Monday in September was dedicated to the honor of Labor. It is the trade union men's holiday with the stamp of approval of our national government. Don't let your members forget that it is their holiday, and do something in your local each year to keep it prominently before the eyes of the people of the country.

FRANCE'S PROTEST

Paris has seen the march of the mutilated in protest against the proposed debt settlement with the United States. We do not regard it as a spontaneous expression from maimed victims of the war, but as a demonstration promoted by perfectly comfortable French millionaires who do not want to be taxed to pay back borrowed money and who hide behind the wounded as they did during the war.

The original plans for the march were designed to take out many of the proposed insults and offenses. The mutilated marched in silence and a wreath was laid at the statue of Washington and at the memorial to American volunteers who died in French service. The newspapers carried the insults which had been taken off the banners of the marchers. Criticism is not attached to the wounded. They have suffered. They paid heavily in the defense of their country. They may be bitter and they may be unjust. The promoters who hide behind them did a mean thing.

They insulted every marker which shows where an American died in France to keep France from being taken by the Germans. America could have a march of the mutilated and they could ask what it was for. The French victims are helped to carry their burden by the knowledge that their country was saved. The American victims see little but the failure of high ambitions.

The French say they gave blood and Americans gave dollars, which they now want returned. The French say they have held the line in war, and, having paid for us in men, are now required to pay us in money.

The American dead are buried in a land which does not honor them. France is unfortunate. It permits its spokesmen to make enemies of its friends. It makes foolish wars and foolish speeches. Not long ago it needed friends. It may again.

Another generation of Americans may forget the offenses to the United States, but it is unwise to charge history with a record of them and then trust to forgetfulness. We have forgotten the trickery of Vergennes and that Franklin was forced to break a pledge and make a separate treaty with Great Britain. We have forgotten Citizen Genet and the indignation of Washington. We have forgotten Jackson's "I know the French. They'll pay you if you make them." We have forgotten Napoleon III in Mexico. Another time we may remember that it is more dangerous to do a favor than an injury and that it is less unpleasant to collect indemnities from an enemy than your own money from an ally.—Chicago Tribune

COAL DEALERS DEFY SENATE INVESTIGATORS

Washington.—The coal dealers of Washington have defied the Senate Committee on the District of Columbia by refusing to produce a number of books and records of their business for the use of the committee in its investigation of alleged profiteering during the coal strike last year.

The Senate committee requested the dealers to produce records showing what they paid for the coal, what they charged for it, their costs of operation, investment in plant and other factors pertaining pertinent to ascertaining whether retail prices were reasonable or unreasonable.

The dealers maintain that it is none of the business of the Senate of the United States or the people of the District of Columbia what the dealers pay for coal, what they charge for it, what their investment is, or what their profits are. They are in business to make profits, they claim. The coal is their own private property. It is their legal right to buy it for as low a price as they can and sell it for as high a price as the necessities of the coal consumers compel them to pay. If the consumers don't want coal at the price the dealers fix, the consumers can go without heat and eat uncooked food until they get good and cold and tired of the raw food diet. Then they will find plenty of coal—at the dealer's price.

This in substance is what the Washington coal merchants told the Senate committee. The committee, whose chairman is Senator Capper of Kansas, insists that the dealers will have to give the information demanded.

If the dealer's persist in their defiance, the committee's only recourse will be prosecution for contempt. Senator Capper says he will go to the limit if necessary to protect the authority of the Senate and the interests of the coal consumers. —News Letter

BLACKLIST DEPENDS ON BOSSES' SECRECY

Chicago.—"The trade union depends upon openness and publicity, while employers' organizations are largely based upon cunning and secrecy," says the Bakers' Journal.

"Even the father of modern social economy, Adam Smith, recognized this difference between employers' associations and labor unions.

"The masters, he said, do not only ally themselves against journeymen. There prevails among them a 'silent understanding,' which is much more dangerous to the workers than a fight openly directed against them.

Employers' organizations carefully try to shield every activity against publicity. Shortly after they organize for common action against the workers, the blacklist makes its appearance.

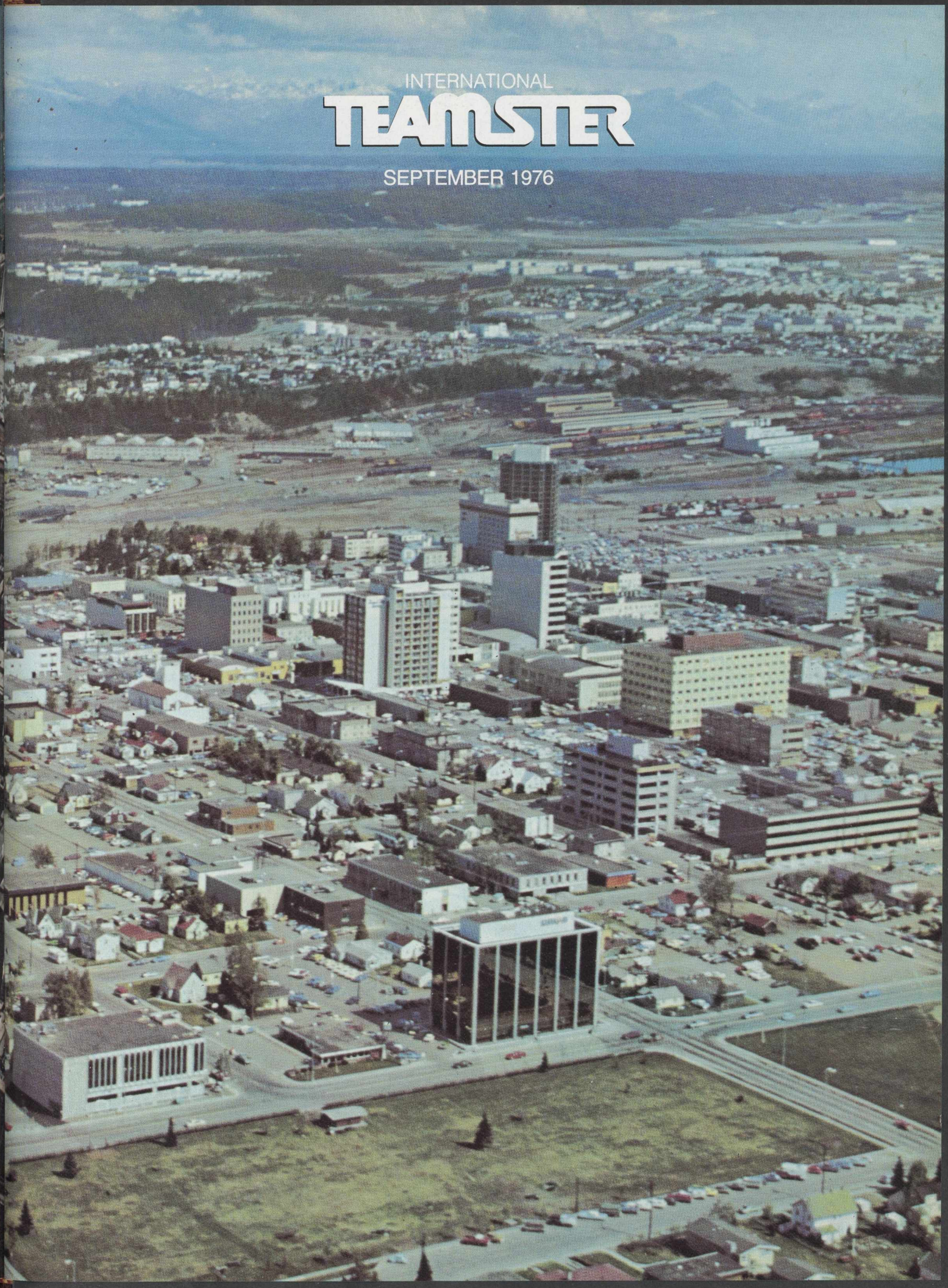
"The powerful industrial lords do not believe in open fighting. They prefer the ambush method."—News Letter

"INDUSTRIAL YEGGS"

In a speech that would discount a soap-boxer's denunciation of profiteers, President McLaurin of the American Wholesale Grocers' Association referred to manufacturers and distributors as "industrial yeggs".

He denounced the greed which is driving these business men into practices which, even two decades ago, "would have brought the blush of shame to the face of thoughtful, God-fearing, man-loving men."




INTERNATIONAL
TEAMSTER
SEPTEMBER 1976

INTERNATIONAL
TEAMSTER

COVER STORY

ALASKA—"The Last Frontier." A mixture of spectacular wilderness and modern sophistication is Alaska where men died in search of gold, where untapped resources abound, and where the United States has found a repast and relief from its starved energy needs.

The 49th state has taken its place in the sun, aware of its potential, extremely jealous of its environment—and rightfully so—but confident that resources can be converted to people needs while preserving nature's splendor.

Teamsters are a part of all of that, and their contribution to the economy and community life in Alaska is legion.

This month, the "International Teamster" turns its spotlight on Alaska and its Teamsters.

On **OUR COVER**—An aerial view of Anchorage, Alaska.

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

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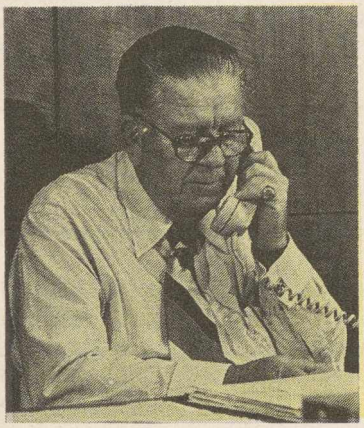
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FROM THE DESK OF FRANK FITZSIMMONS



Teamsters to Conduct National Membership Presidential Preferential Poll

THE PRESIDENTIAL election to be held on November 2, 1976, is one of the most important of our time. We hope that all of our members and qualified persons in their families are registered to vote so they can take part in the election.

We believe that we should have the views of you our members with respect to the candidates for President since you are faced with the day-to-day problems of our economic way of life and other issues confronting all working people.

Many International Unions and the AFL-CIO endorsed candidates without testing the opinions of the individual members. These self-imposed endorsements are often of little value.

Your General Executive Board has carefully examined the candidates and their platforms. The General Executive Board wants to know how *you* feel in order to give meaningful support to the candidate who would be most helpful to working people.

We could, of course, remain neutral and make no endorsement. That would leave us in a static position, and we believe it would not be in the best interest of those we have the honor to represent.

Accordingly, we should support a candidate who would be helpful to labor. As you know, Congress has many pieces of legislation under discussion which can seriously affect the economic well-being of our members. These include proposals to deregulate the trucking industry which would place your job in danger . . . repeal of Section 14(b) of the Taft-Hartley Act which now permits states to enact wage cutting so-called "right-to-work" laws . . . national health insurance and many other measures vital to all working people and their families. The political decision we make on November 2nd will affect major economic facts of life such as high unemployment and inflation.

The President elected on November 2nd could be most helpful in securing the legislation and adopting policies which would mean a more secure way of life for working people.

Accordingly, your General Executive Board has decided on a course of action which will give you a voice in charting the direction we should go on November 2nd. We are conducting a poll of all members in the United States to determine their views. We have engaged a Certified Public Accountant to verify the results of the poll. The General Executive Board will analyze the results and will give full support to the candidate of *your* choice.

You will signify your preference on a card you receive in the mail.

We believe this is the most democratic approach to the question of endorsing a candidate for the office of President of the United States. We urge you to cast your vote in the referendum and to make sure that you and everyone else you can reach is registered to vote so you can make a decision for yourself and all America on November 2nd.

Frank E. Fitzsimmons

TEAMSTER LOCAL 959

a polished jewel in the new frontier



Worker walking in pipe storage yard at Prudhoe Bay.

THE LAND of the Midnight Sun, Alaska, our 49th state, is often called "The New Frontier," as well.

To the Teamsters of IBT Local Union 959, both those terms are true, since Alaska has opened a vast array of new work opportunities to them in the past 20 years, and offers our members the additional challenges of testing their mettle against the vagaries of nature, especially in camps along the Alaska Pipeline Construction Route, where they routinely encounter bears, caribou, frozen terrain, and hip-deep snow.

For years now, Teamsters have battled the elements in lonely pipeline outposts to bring oil to the lower 48 states.

Teamsters, however, are concerned with more than the pipeline. According to Jesse Carr, secretary-treasurer of Local Union 959, which has jurisdiction over all the Teamsters in the state, IBT members work in more than 150 different jobs in the cities of Alaska.



The Teamster general executive board participated in the ribbon cutting ceremonies at Teamster Local 959's Fairbanks office and recreation facility. Out front at the ceremony, left to right, General Secretary Treasurer Ray Schoessling, Mrs. Helen Carr, General President Frank E. Fitzsimmons, and Local 959 Secretary-Treasurer Jesse L. Carr.

Teamsters are as much a part of Alaska as any of its early settlers. Since soon after Felix Pedro struck gold in Alaska in 1902, Teamsters have been on the scene helping to build this new state.

For four decades after that discovery, unorganized Teamsters hauled freight to and from the mines; later, as the territory assumed a strategic defense importance during World War II and the Cold War, they remained on the scene as organized members of the labor movement.

By 1957, all Teamster Local Unions in Alaska had discovered the advantages unity could offer and were formed into one—General Teamsters Local Union 959. When formed, the Local Union had some 1,200 members scattered from Adak in the Aleutians to Ketchikan in the Southeast and to Barter Island on the North. This triangle of some 2,300 miles on each side gave the Local Union the largest geographical jurisdiction in the world.

Today, Local 959 covers all the Teamsters working in Alaska, more than 23,000 men and women working in over 150 different occupations, doing every conceivable job from drilling on oil rigs to tracking satellites, to delivering baked goods and performing government services. The statewide local covers an area of some 586,000 miles, quite an organizing job.

The Teamsters are acknowledged, perhaps grudgingly sometimes, as a powerful force in Alaska, largely because of the economic input they contribute to the state each year.

When you mention the Teamsters in *this* state, it's hard to single out one city where the Teamsters work, because they work in all of them. But the Local Union does maintain its offices in the state's two largest cities—Anchorage and Fairbanks.

The Local also has facilities in Juneau, Kenai and Valdez to offer the best in union services to a far-flung membership in a new frontier still untamed by those who inhabit it.

The large area covered by the Local necessitates a large staff to properly serve the members. The package of fringe benefits gained in tough negotiating require still more people to administer and render the benefits.

For more than 20 years, Jesse Carr has guided and led Local 959 toward goals that were, in reality, new frontiers for unionism. It was at his direction that the Local Union established the Alaska Building Corporation, a profit corporation, totally owned by the members of the Local Union.

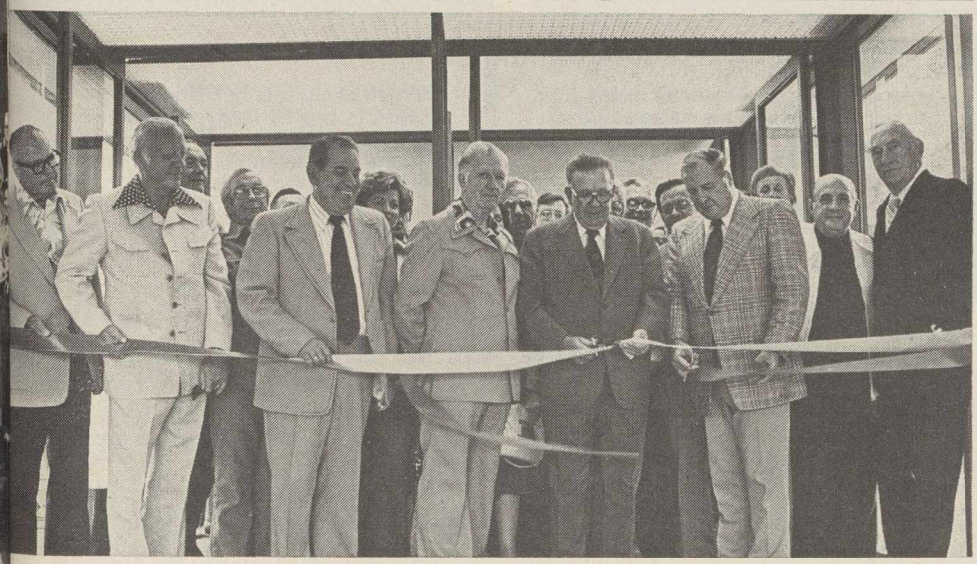
Today the Building Corp. owns buildings in Anchorage, Fairbanks, Juneau, Kenai and Valdez. In Juneau, Kenai and Valdez, the buildings serve as hiring halls and service centers for local Teamsters. (Another hiring hall in Ketchikan operates from rented property.)

Teamster Mall in Anchorage is a new concept in membership service. Not only does the facility contain an office building. It also houses a health and welfare administration facility, a hospital (to be dedicated next month), facilities to provide prescription, dental, optical and surgical care for the Teamsters of the Local, a credit union to help ensure their financial security, a pension plan, and a legal trust fund that guarantees members security in their legal affairs, including the preparation of wills.

Teamster Mall functions as any large corporation would, with a skilled staff to accommodate the needs of the Local's members. To make this possible, there are five Alaska Teamster-Employer Trusts, each having its own Board of Trustees and operating independently. However, all are served by the same administrative organization, which supported by a modern computer facility, results in general and specific cost reductions to all Trusts.

The same computer service is utilized by the Anchorage Community Hospital, the medical facility which will operate the new hospital now being completed





Fitzsimmons and Schoessling undrape the building marker of Local 959's new office facilities in Fairbanks. At left, under construction is Local 959's recreational complex with indoor facilities to while away hours during the long winter months.

General President Frank E. Fitzsimmons, assisted by Anchorage Mayor George Sullivan, cuts the ribbon at Local 959's Anchorage Community Hospital. The 200 bed Teamster built hospital—one of the most modern in the U. S.—will be officially dedicated later in the year.

as part of the Teamster complex.

Each of the fringe benefits, together with the Trust formed to administer that benefit, came because Alaska's Teamsters voted to place cash raises into a general service for themselves and their families. The pension, health and welfare and other trusts demonstrate the strength of the Union by giving each member more than he could dream of gaining by himself.

The health and welfare benefits enjoyed by Alaskan Teamsters are unequaled in Alaska and unexcelled in the United States.

Teamsters living in the land of the Midnight Sun have the option of utilizing a Health Maintenance Organization (HMO). This facility offers members and their families complete medical, dental, and optical coverage, including all hospitalization, drugs, etc. Other facilities include a dental clinic, a pharmacy, and an optometrist. When the new hospital and the professional building are completed, the entire HMO services will be offered within the complex which they form.

Since Alaska's cities are so remote and often become snowbound, Local 959 provides services that might seem unusual outside of Alaska. One innovative advance in medical care involves the use of flying ambulances to make sure that all the Local's members, whether they're working in the bush on the pipeline route or in some inaccessible small town, have quick access to whatever medical services they need. In emergencies, these craft can whisk the injured to Anchorage for medical care quickly and safely.

The Alaska Clinic was established in 1947 with three physicians, including the Chief Surgeon of the Alaska Railroad. Anchorage had a population of 5,000, with no mail delivery, no dial telephones, and few paved streets. With the move to the new facility, the Clinic is able to increase its staff to 60 physicians and 200 employees. The new complex incorporates the latest innovations in medical technology and enables the staff to provide comprehensive health care for all Alaskans.

When the Alaska Hospital and Medical Center is formally opened sometime in October, it will mark a milestone in medicine for the State of Alaska. This hospital features the best equipment medical science has to offer and will introduce many new medical services to the people of Anchorage and all Alaska. It also will serve as the Southcentral Medical Center for the Teamsters Health Maintenance Organization.

Truly a community organization, the Alaska Hospital and Medical Center (formerly Anchorage Community Hospital), is operated and used by Alaskans. The hospital will continue educational programs through affiliation with the Anchorage Community College nursing school and medical technologist school. Resident programs, grand rounds, and frequent seminars keep physicians aware of new developments in the medical field. The new Alaska Hospital and Medical Center will continue to have open staff privileges to physicians in the community.

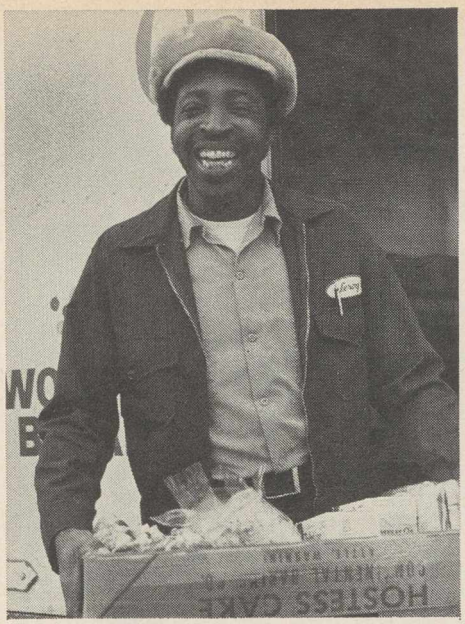
Alaska Teamsters have their own Pension Trust Fund which guarantees them a sound retirement with sufficient funds to live comfortably. This Pension Fund is unique in that most of its funds are invested in Alaska, with currently a minimum 70 per cent tied up in Alaskan ventures. Today, the Trust holds mortgages on more than $20 million worth of Alaskan property, including Teamster Mall.

The decision to invest strongly in Alaska, which came before the North Slope discovery of oil, reflects the strong faith the Teamsters have always had in the growth potential of the state.

Most Teamster members in Alaska share the first pre-paid legal services plan ever established in Alaska. The Legal Trust ensures that Teamsters have legal assist-



Teamster Gay Pulley is one of many Alaskan clerical workers who boast of Teamster membership.



Leroy Cotton, a Teamster bakery driver, expresses his satisfaction with his job and his Teamster membership.



Debi Rucker, a long distance operator, is one of many Teamsters responsible for modern communications throughout Alaska and contact with the 'lower 48.'

ance when signing a contract or making a will that often was unaffordable prior to the advent of the legal plan.

As contracts are renewed, more and more members of Local 959 come under the plan's coverage. Currently three firms of attorneys service this coverage and are located within the Teamster Mall for the ease and convenience of the membership.

A planned recreation facility is expected to be ready early next year. Designs for the indoor recreation center call for tennis courts, swimming pools, handball courts, saunas, and all the accessories required for a well rounded athletic program.

Outdoor facilities are planned, hopefully on rural grounds, hopefully with a lake where members can fish, swim or enjoy boating during the summer and go snowmobiling during the winter months.

Local 959 established an Alaska Teamster Employer Training Trust in 1972 to guarantee the steady entry of trained Teamsters into the job market.

In the past four years, hundreds of trainees have earned their "journeyman" status through the program. Included in training groups have been several second generation Teamsters and members taking advantage of the training to upgrade themselves into better paid classifications.

The Local Union plans to build a training facility in the near future in/or near Anchorage to train workers for the myriad jobs being performed by Teamsters in Alaska. Past training has been made possible by contractors who have made their equipment available for use by the Training Trust.

Also available within the Mall headquarters is the Alaska Teamster Federal Credit Union. The central location allows the Credit Union to serve members throughout the state, either by mail or telex. Since its inception, the Credit Union has grown steadily and now provides Teamster members with low interest rates which enable them to save large sums when purchasing cars, campers and other items. The credit union operates under Federal regulations with more than a million dollars currently earning interest for those who have invested their funds. Any Teamster in Alaska can become a member of the credit union if he or she desires.

The most recent advance in Local 959's growth came August 7 when the International Union General Executive Board gathered to help dedicate the new Fairbanks Office Facility and future Recreation Center. As the needs of the Local Union have grown, its officers have realized that the Anchorage complex could best be augmented by another facility in Alaska's second largest city, which has closer proximity to the pipeline areas of the far north.

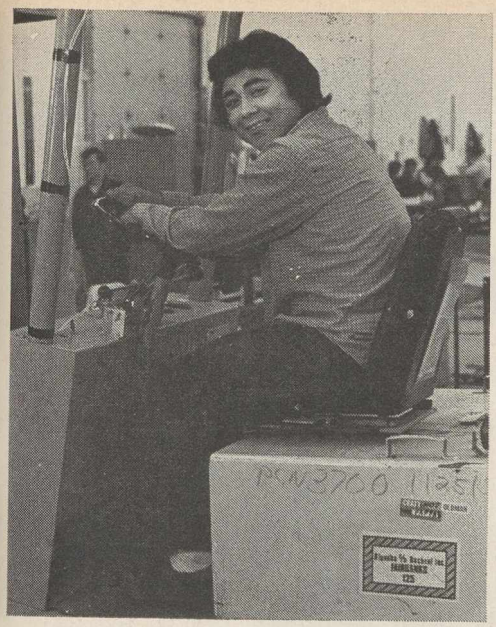
The Fairbanks Advisory Board was established as an extension of the Local's Executive Board, which conducts the business affairs of Local 959, much the same as the board of directors of a corporation. Day to day operations are directed by Secretary-Treasurer Jesse Carr.

The Fairbanks office facility will provide a service center for all Teamsters in Interior Alaska. This office complex will offer most of the services afforded by Teamster Mall in Anchorage.

A Pre-Paid Legal Plan has been established with two law firms within the complex for the ease and convenience of the members.

Teamsters living in Interior Alaska will have the option of utilizing a Health Maintenance Organization (HMO) as Anchorage area residents do. The HMO will offer members and their families complete medical, dental and optical coverage, including all hospitalization, and prescribed drugs. The Dental Clinic and Pharmacy within the building participate in the plan. The optometrist is one of several Teamsters may choose.

The Alaska Teamster Federal Credit Union has established offices within the



Teamster Jerry Ivanhoff, forklift operator, enjoys wages, hours and conditions negotiated by Local 959.

Fairbanks office to make services more readily accessible to Interior area workers.

As in Anchorage, a recreation center is planned for completion next year, to enhance the quality of Teamsters' lives in Alaska. Tennis courts, handball courts, saunas and an Olympic sized swimming pool are among the recreational pastimes planned when the complex is completed.

Together with the hiring halls in outlying regions, the Anchorage and Fairbanks facilities seek to meet every conceivable need of Teamsters working in a land still largely unsettled and uninhabited.

The availability of these services probably contributes greatly to the success the Teamsters have had in organizing and retaining their members despite the intense cold and uncomfortable working conditions in many areas.

Local 959 IS its members—in over 150 different occupations—who help to make the state run.

"The Land of the Midnight Sun" offers truly great horizons of opportunity to our members, and with 23,000 members, they are involved in Alaska's daily functioning in many ways.

By far the largest employer these days is the Trans-Alaska pipeline currently under construction in the state. The project, under the direction of Alyeska Pipeline Corp. and its employer subcontractors, employs more than 3,500 Teamsters along the line. These workers man the construction camps and live for months at a time with only their fellow workers and bears for company, driving supplies to and from the pipeline and doing a multitude of jobs along its route.

But the pipeline isn't the only Teamster employer in the state. Offshore oil drilling rigs are manned by workers and drillers who carry Teamster cards (and supposedly are the only ones organized anywhere in the country).

RCA in Alaska employs more than 1,000 Teamster workers, the largest single bargaining unit in the state. RCA employees handle all long distance communications for the state. Teamster members do everything from warehouse work, to operating the long distance lines and providing the technicians needed to ensure rapid communications throughout the state as well as between Alaska and the "lower 48".

Wien Air Alaska with more than 800 workers in the airline industry is represented by the Teamsters. Clerical, office, fleet and passenger service employees, as well as dispatchers, send visitors and natives on their way daily, whether they be traveling for business or to see the scenic wonders the state offers.

Sea Land Freight Services Inc. is another large Teamster-affiliated business. More than 350 employees help the firm get its containerized cargo where it's supposed to go. Hostelers, line drivers, warehousemen, and a host of clerical employees who do everything from keep the books to send the bills help keep the goods flowing through the state. Some drivers are charged with making periodic "grocery" runs between Anchorage and Fairbanks. If these drivers don't get the goods to the cities, it's not likely to get there at all.

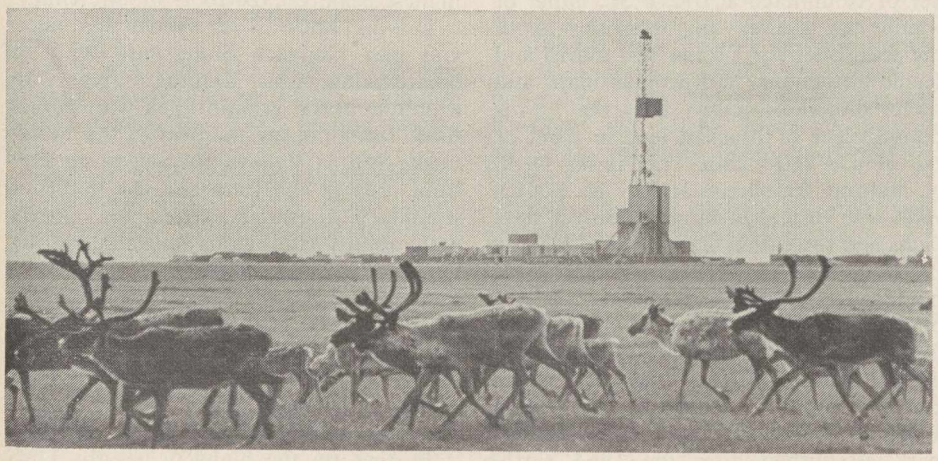
ITT Continental, which operates Sunrise Bakery in Anchorage, employs 150 Teamsters, who according to Local 959 do everything—"they bake it, deliver it and sell it." ITT personnel includes warehousemen and helpers, packers, route supervisors, drivers, shop maintenance personnel, automotive maintenance personnel, and general office employees, as well as the thrift store clerks who sell the baked goods commercially. Alaskan Teamsters help produce the bread the state's residents butter each morning.

J. B. Gottstein & Co., Inc. in Anchorage has more than 100 Teamster warehousemen, freezer men and drivers who handle wholesale grocery warehouse deliveries throughout the city, making sure that pipeline workers and Anchorage residents alike have plenty to eat every day.

Teamsters in Alaska are into more fields than you can imagine. Whether it's performing vital work on the pipeline, or plotting the track of a ballistic missile for Operation and Maintenance Service Inc. in Clear, Alaska, there's a fellow Teamster handling the job.

Making sure the trucks move up near the North Slope is another duty charged to Teamsters with Operation and Maintenance Service Inc. If you decide to move in Anchorage, you'll find most van lines are staffed with Teamster-affiliated personnel.

Construction workers, technical engineers, line drivers, bus drivers, taxi drivers, local delivery men, longshoremen, stevedores, oil field workers, drillers, field engineers, and electronic technicians all carry Teamster cards in Alaska. Bakers, policemen, grocery store employees, building supply personnel, dairy workers, municipal employees, draftsmen, long distance telephone operators, nurses, firemen, butchers, wholesale food and beverage workers, and flight followers are other workers who wear the Teamster insignia in their work.



Caribou at Prudhoe Bay are unconcerned with drilling rig in the background.

Anchorage & Fairbanks

ARE HUBS OF TEAMSTER ACTIVITY

Alaska! The very name suggests gold rush days, Eskimos and igloos, month-long nights and midnight suns, vast vistas of untamed wilderness, unbelievable natural resources and icy climes.

Imagine, if you can, a winter festival or a Fur Rendezvous with rousing dog sled races, or a "blanket toss," that Eskimo version of the trampoline where a person is tossed high in the air from a blanket held by a ring of laughing, shouting Eskimos. Try to imagine Alaska with its totem poles, beaded moccasins, carved ivory and jade, mukluks, and dog sleds.

The real Alaska is a mixture of all these things and more, as its nickname, "The New Frontier," shows. The state offers something different to each "cheechako," or newcomer who ventures within its borders.

Ever since Vitus Bering, a Dane working for the Russians, first discovered it, it has been a land of great promise. It is, nevertheless, fitting that its name, taken from an Aleut term meaning "The Great Land" acknowledges its original native inhabitants who still contribute much to the state.

Americans have been a part of Alaska's history since Yankee whalers began sailing from New England to hunt in Alaskan waters before the Civil War. We purchased Alaska from the Russians in 1867 for about two cents an acre, in one of the world's greatest land bargains. It remained a U.S. possession and later a territory until 1959 when it became the 49th state.

Alaska today remains a land of amazing contrasts and surprising discoveries. The newest Alaskan rush is for oil. It's estimated that some 15 billion barrels of crude oil lie beneath the North Slope of the Arctic.

Two of its largest cities—and those which Teamster Local 959 uses as its twin bases of operation in this vast wilderness—are Anchorage and Fairbanks.

Anchorage, Alaska's largest city, is unique not only because of its cosmopolitan yet frontier-like atmosphere, but also because of the way its residents have rebuilt the city since a devastating Good Friday earthquake destroyed much of it in March, 1964.

Anchorage is the business and commercial center of the state. It is also the transportation hub for the entire north country, being served by numerous airlines as well as by highway, railroad and by sea. Anchorage offers access not only to coastal ports at Seward and Whittier, but also to the older oil area around Cook Inlet, Valdez, and Kenai.

The city that rose as a tent town near Ship Creek when the railroad came to Alaska grew in the 1940's with its importance as a strategic military outpost, and began its boom years with the discovery of oil on the Kenai Peninsula and Cook Inlet in the late 1950's. Anchorage has since become the headquarters city for oil companies with interests both in the Cook Inlet area and on the North Slope.

Besides transportation, petroleum, and population, Anchorage is now a center for government. Although the state capital is Juneau, almost every federal agency is represented in Alaska with many of the offices in Anchorage.

For the vacationer, the city has long served as a headquarters from which to range north to nearby Matanuska Valley and south to the Mt. Alyeska resort and ski area, Portage Glacier, and the scenic Kenai Peninsula. Anchorage itself, however, has many visitor attractions, some within walking distance from central city.

First stop on any tour should be the Tourist Log Cabin next to City Hall on Fourth Avenue and F Street or the Chamber of Commerce at 612 F St., either of which can answer any questions about the area, offer tips on the best tourist and scenic attractions, and provide maps and travel directions. Don't miss the 5,114-pound piece of Alaskan jade in front of the Tourist Log Cabin. The Alaska Dept. of Natural Resources at 323 E. Fourth Ave. also dispenses information on state lands and recreation activities.

The city of Anchorage offers pioneer homes, a dam where salmon can be seen on their way to their spawning grounds upriver, an $18 million Port which operates year-round, a fur factory which can be toured, an exhibit on the Alaska Pipeline at a nearby hotel, and a nearby park established after the 1964 earthquake to show visitors the devastation such a natural disaster causes.

Alaska's Mardi Gras, the famed Fur Rendezvous, is held each February in Anchorage and commemorates the time of year when trappers traditionally came to town to sell their winter catch of fur and celebrate mid-winter.

While there is much to see in Anchorage, the outlying areas offer incomparable landscapes which visitors shouldn't miss.

The Alaska Railroad, headquartered in Anchorage, travels the entire distance between Anchorage and Fairbanks, as do tour buses and boats, which also range south to Seward, Homer, and Valdez.

Airlines offer journeys to Nome, Kotzebue, Barrow and Prudhoe Bay, as well as Juneau and other Southeast Alaska cities. Barrow, lying only 800 miles from the North Pole gives visitors a look at the lifestyles of native Eskimos who inhabit the area. Air taxis also take visitors to Land-of-the-Midnight Sun communities north of the Arctic Circle, across the International Dateline next to Siberia, to small port communities inaccessible by road, or into the bush country.

South of Anchorage lies Portage Glacier with its huge icebergs and Alyeska Resort with its great skiing and hiking, as well as Kenai, Seward and Homer.

The road between Anchorage and Fairbanks, George Parks Highway (Alaska Route 3) holds incredible sights for visitors to the 49th state. Along the highway, drivers can glimpse North America's highest peak, 20,320-foot Mt. McKinley.

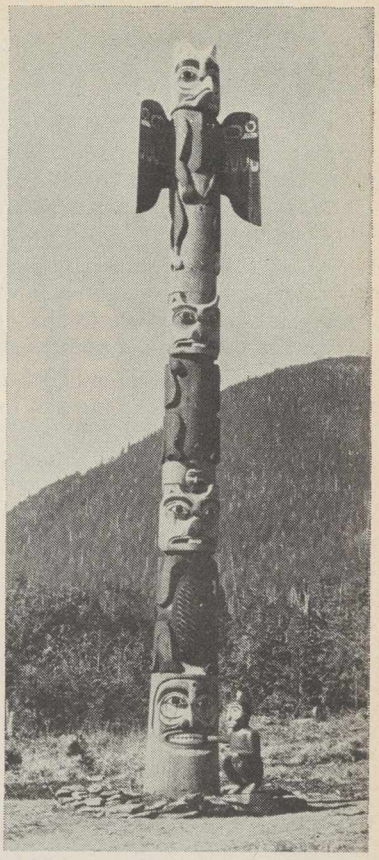
Driving north from Anchorage takes you past Chugach State Park with its breathtaking vistas, Eklutna Village with a unique burial ground filled with miniature "spirit houses" and on to the Matanuska-Susitna Valleys, the largest agricultural area in the state and the home of legendary enormous vegetables, grown with almost continuous sunshine during the short summer season.

Midway between Anchorage and Fairbanks lies Mt. McKinley National Park, home of "Denali," The Great One, as natives refer to the majestic peak. Outside of Anchorage, this is Alaska's number one tourist attraction.

Further up the highway lies the University of Alaska Fairbanks, America's



The sights and sounds of Alaska make the state what it is — from the sounds of sled dogs barking as they mush across the bush country, to the sounds of Eskimos laughing as they stage a blanket toss during the Fur Rendezvous, to the sound of cracking, crackling ice as it breaks up on the rivers to make way for spring, and the ever present totem poles scattered throughout the north country.







northernmost university, which visitors pass on their way to Fairbanks, just five miles away.

Fairbanks, the Queen City of the Tanana Valley, lies in Alaska's Interior region, and is the state's second largest city.

Because of its location, Fairbanks enjoys summer temperatures which sometimes reach 90°. Winter temperatures can drop as low as −60°. The city is the trading center for the state's vast Interior. In addition to being the northern terminus for both the Alaska Railroad and the Alaska Highway, the area is an important air transportation center.

Fairbanks owes its existence to an Italian immigrant, Felix Pedro, whose discovery of gold 12 miles north of the current town site in July, 1902 set off an ensuing stampede of prospectors seeking to strike it rich. Pedro's strike prompted the development—almost overnight—of a flourishing gold mining camp on the banks of the Chena River which soon grew into the lusty boom town of Fairbanks.

In the past half century, the area's gold production has passed $100 million. Today, strategic minerals are drawing the attention of mining men.

The twin gas and oil discoveries of January and June 1968 by Atlantic Richfield Company and Humble Oil Refining Company, 390 miles north of Fairbanks, has expanded Fairbanks' role as a transportation and trading center.

From the period of 1960 to the present, Alaska University's expansion of activities in the area of research, the space exploration program, the exploration work on the North Slope of the Brooks Range for oil and other minerals, the center of construction for the Alaska Pipeline and expansion of the tourist industry, including tours originating from the city to the Arctic and native villages of the north, have contributed to the present growth pattern of the area.

Today the city is on the threshold of new growth as a result of the development of Alaska's oil and mineral rich Interior. Excellent educational, medical, transportation, communications, financial services and construction facilities make Fairbanks the core of activity serving the needs of the state's fast growing Interior.

Almost half of the military personnel stationed in Alaska are at two large bases near Fairbanks.

The charm of Fairbanks' frontier past is evident everywhere and is enjoyed by everyone who visits the city. Yet, at the same time, Fairbanks offers its visitors the finest features of a cosmopolitan city.

Excellent cuisine, painstakingly prepared and elegantly served, is available in Fairbanks' finest restaurants. Modern hotels and motels look to the comfort, service and care of their guests.

Just like every other modern metropolis, albeit smaller than most in the U.S., all the needed luxuries are available in Fairbanks. But, unlike other modern cities, Fairbanks retains a frontier friendliness.

Fairbanks' people are as diverse as the city. Fairbanks is the bearded sourdough and the finely chiseled features of the Athabascan Indian, native to the region. It's the lines of hard work etched into the brow of a pipeline worker and the smile of a pretty Eskimo girl. It's the weathered look of an old pioneer miner.

"Spectacular" is the only way to describe the natural beauty of the country in and around Fairbanks. Few sights can compete with those Fairbanks enjoys of Mt. McKinley. And Mt. McKinley National Park, with its abundant wildlife, is only a few short hours driving distance from Fairbanks.

The clear waters of the Chena River wind through the heart of the city before joining the rolling torrent of the Tanana River. Just minutes from the high-rise of the city and its surrounding shopping centers are the wooded, upland hills of the great Tanana Valley which Fairbanks commands, and beyond those hills lies one of the world's great wilderness areas. This unique combination of urban sophistication and primeval wilderness is what brings special character to the face of the country.

Part of Fairbanks special allure to adventurers is the prospect of finding *GOLD*. While most of the original 100,000 sourdoughs who came to Alaska to seek their fortunes are gone, there are still plenty of prospectors around and many active claims. At least $758 million in gold was taken out of Alaska and geologists say there's that much left.



Fairbanks is a modern-day boom town as the rush for oil continues on the North Slope 390 miles away.



Majestic Mt. McKinley, soaring 20,320 feet into the sky, stands protected by Wonder Lake, its closest access point. Tourists board buses, take tours or dog sled into the park.

Even now Alaskans are beginning to reconstruct the gold rush days. You can ride the White Pass and Yukon Railroad over the gold trail or take a special trip by foot over the historic Chilkoot Trail. Some tours offer you a chance to pan for gold yourself. And if you really get gold fever you might spend your vacation working a claim. But check with the local assessor's office to make sure you're not a "claim jumper."

Fairbanks is a town of all seasons. Don't tell a Fairbanksan it's impossible to play baseball at midnight. In Fairbanks each year, the city's favorite semi-pro team—the Goldpanners—plays its renowned "Longest Day" game at midnight on June 21 without any artificial lighting, thanks to Alaska's famous midnight sun.

During the summer, Fairbanks basks in up to 21 hours of sunlight daily. It's the perfect time for the excellent northern pike fishing in nearby Minto or the equally excellent grayling fishing available in Fairbanks' own Chena River.

Summer visitors can enjoy canoeing, boating, photograph the midnight sun, swim in one of the area's many lakes, sightsee, visit Alaskaland, Fairbanks' 40-acre amusement complex, complete with pioneer town, Eskimo village, panning for gold and its own sternwheel boat—or just name it—Fairbanks in the summer has it all!

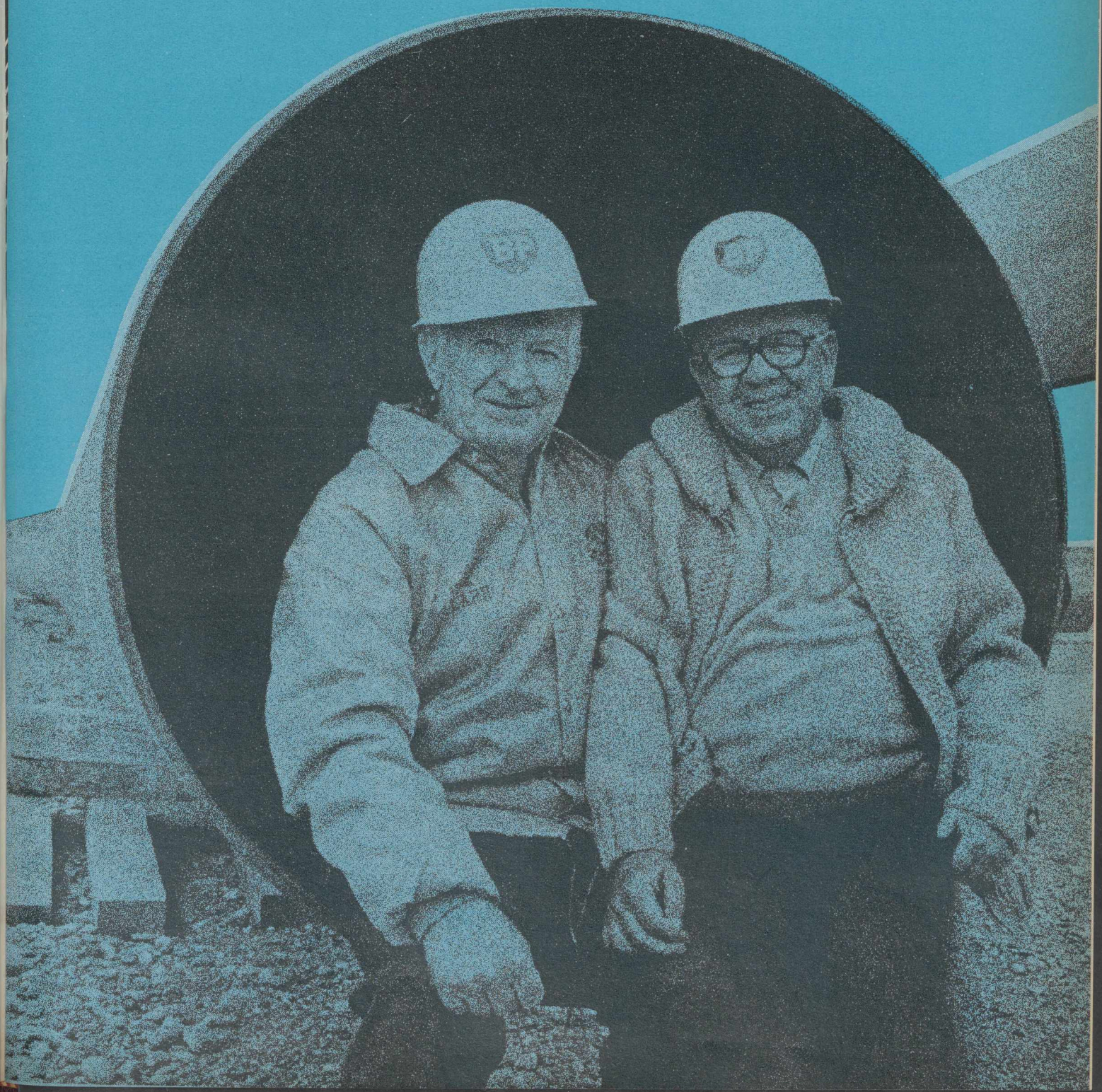
Winters in Fairbanks are something else. Cold? You bet it's cold. Temperatures can drop as low as −60° in midwinter (they've been recorded at 66° below zero). Yet the winter world of Fairbanks is both invigorating and enchantingly beautiful.

While the bears are hibernating, the people of Fairbanks are at their most active, busy enjoying every possible form of winter recreation. Whether it's downhill skiing at Cleary Summit or Boothill, or cross country skiing just about anywhere; whether it's hockey, ice fishing, sled dog racing, snowmachining, or simply building a snowman, the winter world of Fairbanks spells fun.

Fairbanks during the winter time is uniquely beautiful. Majestic and mysterious "curtains of color," known as the Northern Lights, paint the sky and are an awesome sight no matter how often they're seen. Crystals of frozen vapor called ice fog dance continuously before your eyes. And, of course, crisp white snow blankets everything in sight.

The work of summer is through, and now it's time for Fairbanksans to have fun. Winter is the time for Fairbanks' season of cultural events with opera, drama and music to entertain residents during the long winter nights. Try Fairbanks in the winter. It's a season you won't soon forget.

Teamsters
ARE PART OF THE NEW FRONTIER . . .
Alaska



THE TEAMSTER general executive board early in August visited officers and members of Local 959 in Anchorage and Fairbanks. Also they were treated to a visit to Prudhoe Bay where the Alaskan pipeline has its beginnings at the well heads of the 15-billion barrel oil reserve which next year will begin serving an energy starved United States.

President Fitzsimmons, Secretary-Treasurer Ray Schoessling and members of the executive board considered the trip a must on their agenda in Alaska because of the International Union's vital interest in the development of a Federal energy policy.

Too, board members were concerned about the question of utilization of existing resources and objections of environmentalists.

The Teamster officials found much to allay fears that the pipeline development would damage the environment and marveled at the progress of the pipeline which will bring fuel to the lower 48 in 1977.

While in Alaska, President Fitzsimmons endorsed the construction of the El Paso Alaskan natural gas pipeline, one of three being considered, which will parallel the oil pipeline now under construction from the North Slope to Valdez.

Pictures on the following pages show Fitzsimmons, Schoessling and the IBT executive board with Teamster members working on the oil pipeline:

Among the dignitaries joining the IBT General Executive Board and officers and members of Local 959 in ceremonies in Anchorage and Fairbanks were:

Former Teamster General President Dave Beck; U. S. Senator Ted Stevens, former Alaskan Governor William Egan; former Governor and Secretary of Interior Walter Hickel; Anchorage Mayor George Sullivan; Fairbanks Mayor Harold Gillam; William Tobin, executive editor of the Anchorage Times and Fairbanks North Star Borough Mayor John Carlson.

Teamster General President Fitzsimmons called all the Alaskan Teamsters dignitaries, saying:

"After seeing your hospital and your Teamster Mall and your facilities in Fairbanks, I have never been more proud to be a Teamster than I am at this moment.

"Local 959, Jesse Carr and its other officers and members are not overlooking any opportunity to build a better tomorrow in Alaska."



Teamster General Secretary-Treasurer Ray Schoessling, General President Frank E. Fitzsimmons 'fit' into the 48 inch pipe which will carry Prudhoe Bay oil to Valdez—800 miles away—for transport to the lower 48.

Teamster General President Frank E. Fitzsimmons finishes his lunch in the workers' cafeteria at Prudhoe Bay Construction Camp Number One. At left, bottom, is Local 959 Secretary-Treasurer Jesse L. Carr. At Carr's left is Local 959's Prudhoe Bay Area Steward David J. Getz. Across from Getz is Fitzsimmons and on his left is former Teamster General President Dave Beck.

An old-fashioned Teamster welcome awaited Teamster President Fitzsimmons and the general executive board when they arrived in Prudhoe Bay. Fitzsimmons is shown here with Teamster pipeline workers.

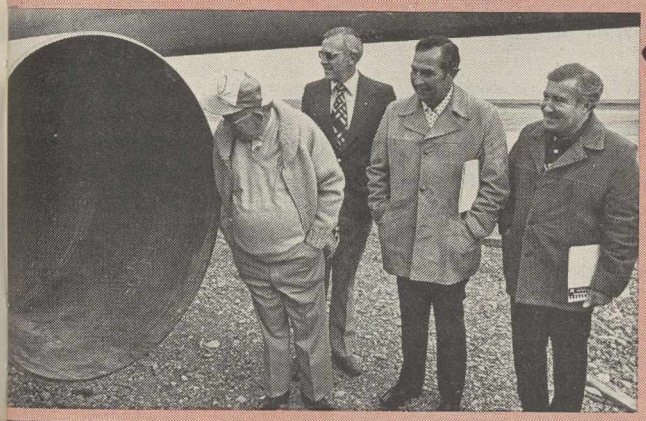




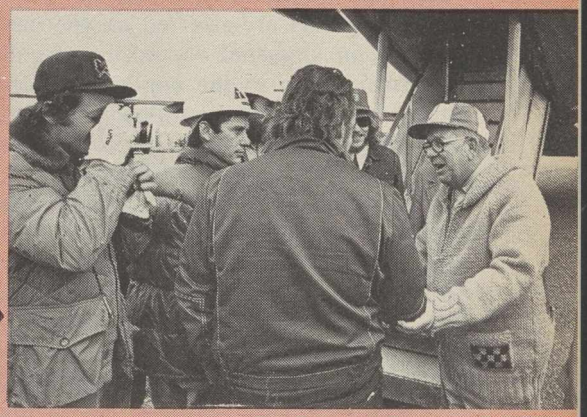
The fairer sex proves it can stand the rigors of a northern Alaskan climate and the demands of pipeline work as these Teamsters demonstrate. They visited with President Fitzsimmons and IBT Vice President Roy Williams (center) at Prudhoe Bay.



Secretary — Treasurer Ray Schoessling records it all on film in a pipe storage area at dockside in Prudhoe Bay of the Beaufort Sea.



That precious Prudhoe Bay oil will start its flow to the lower 48 here. Looking in are (left to right) President Fitzsimmons, his administrative and executive assistants Walter Shea and Vice President Weldon Mathis and IBT Vice President Sam Provenzano.



More Teamster pipeline workers welcome their general president to the Arctic Circle and Prudhoe Bay.



Snuggling against the cold (extreme left) is Local 959 Secretary-Treasurer Jesse L. Carr as Teamster pipeline workers welcome Fitzsimmons and IBT executive board.



Its a family affair as President Fitzsimmons is welcomed by Gretchen Weinmeister, daughter of IBT Vice President Arnie Weinmeister (center), who drives a bus on the pipeline job.



The handshake of 'brotherhood' appropriately is the handshake of 'sisterhood' too as women Teamster pipeline workers greet President Fitzsimmons.

"This is how the lower 48 will get Prudhoe Bay oil," a BP Petroleum executive is saying to President Fitzsimmons. Looking on are Local 959 Steward David Getz and IBT Vice President William J. McCarthy.

Teamster general executive board members 'huddle' beneath Alaskan Pipeline. It was August and a temperature of 38 degrees, but the wind from Beaufort Sea blowing off the ice caps lowered the chill factor considerably. Temperatures at Prudhoe Bay range from just above 50 degrees in mid-July to about 60 below in December and January. Between April and mid-August, daylight is sufficient for construction 24 hours a day.





IBT Scholarship Application Due

Applications for the 1976-1977 college scholarships are being accepted and should be submitted no later than November 30, 1976.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1977:

Parents' Confidential Statement: By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Parents' Confidential Statement to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1977 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of four weeks.

Test Scores: All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.

The tests may be taken during the applicant's junior or senior year but not later than November 20, 1976 for the American College Test and no later than January 22, 1977 for the Scholastic Aptitude Test. The registration closing dates for these two tests are October 25, 1976 and December 17, 1976 respectively. Applicants who choose to take the American College Test on February 5, 1977 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1977. No extensions to the Scholarship Fund deadline of February 28, 1977 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

Academic Record: This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1977. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1977. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1976-1977 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his Local Union for the twelve months preceding the application deadline of November 30, 1976. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1976 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1976 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1976-1977 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1976. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   LAST (Do not include Jr., II or III with your last name)
   ☐☐☐☐☐☐☐☐☐☐ ☐
   FIRST (Use your given name, not a nickname) MIDDLE INITIAL

   Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   STREET
   ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   CITY AND STATE
   ☐☐☐☐☐
   ZIP CODE

3. Date of Birth _____
   month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐
   Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of high school which you are attending:
   Name _____
   Address _____
   _____

7. Expected date of high school graduation _____ 1977

8. Early Admission Students:

   ☐ Check here if you are entering college on a full time basis in 1977 *without* completing high school. All early admission students are required to attach the following to his application:

   1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
   2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1977 I will complete (Check one):
   ☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once. Do not apply until your last year of high school.

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

	Name	City, State
First choice		
Second choice		

11. Full name of Teamster parent _____
(please print)

Relationship (please check)

____ a. Father

____ b. Mother

____ c. Step-father*

____ d. Step-mother*

____ e. Guardian*

____ f. Other—specify relationship:* _____

Name and address of employer:

_____

_____

_____

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed _____ Date _____
Teamster member

Signed _____ Date _____
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

_____
Signed—Teamster member

Subscribed and sworn to before me this _____ day of _____, 1976 in the City (County) of _____ in the State of _____.

Seal

_____
(Notary Public)

My commission expires _____

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number _____

Address _____

15. Area Conference Affiliation (check one):

☐ Canadian ☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * _____, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1976.

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement.

c. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. ____ since _____ after depositing his withdrawal card which was taken on
date after 11-30-1975

_____, and that during the twelve consecutive months prior to his withdrawal he was not an
date

officer or employee of this Local Union and was not suspended from membership.

e. ____ since _____ after his transfer from Local Union _____. Forward this application
date after 11-30-1975 number

to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

_____

_____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

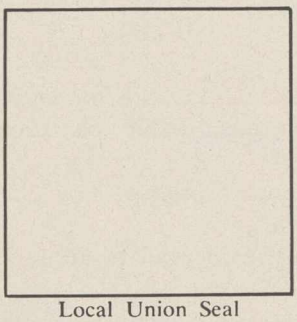
19. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19___ until his transfer on _____, 19___.

21. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

_____
date

20. 
Local Union Seal

If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

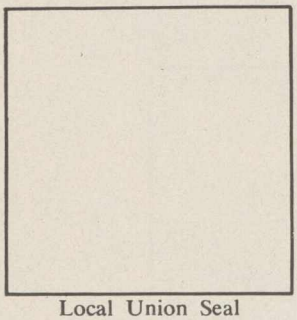
22. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19___ until his transfer on _____, 19___.

24. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

_____
date

23. 
Local Union Seal

* * * * * * * * * * * * * * * * * * *

ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE FORWARD THIS APPLICATION DIRECTLY TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

International Brotherhood Scholarships Speed Teamster Offspring to College



HEADING for college this month are the eight latest winners of International Union scholarships, presented each year to outstanding high school seniors who are the sons or daughters of Teamsters Union members.

The scholarships are awarded after a competition in which students from across the country participate. Two awards are bestowed in each Area Conference. Each grant is worth $6,000 over a four-year course of study and may be used for undergraduate work at the accredited college or university the student selects.

Winners are selected on the basis of their scholastic aptitude and achievement (including their scores on the Scholastic Aptitude Test or American College Test), financial need, honors and awards, participation and leadership in extra-curricular activities, and recommendations of high school counselors.

As their biographies show, winners are uniformly bright and intuitive students. This is true of all the candidates who entered the competition for the awards.

Recipients of the 1976 awards include:

—Sophie Ketsoglou, daughter of Harry Ketsoglou, a helper and member of Teamster Local 757 in New York.

—Marie F. Polosky, daughter of Walter Polosky, a truck driver and member of Teamster Local 429 in New York.

—Karen E. Bobcek, daughter of Cyril G. Bobcek, a sheet metal worker and member of Teamster Local 298 in Michigan City, Indiana.

—Michael Kopczynski, son of Ernest Kopczynski, a stock inspection coordinator and member of Teamster Local 743 in Chicago, Ill.

—Ken L. Berry, son of Clyde L. Berry, a maintenance mechanic and member of Teamster Local 745 in Dallas, Texas.

—Doyle L. Campbell, son of Lottie E. Campbell, a food processor and member of Teamster Local 878 in Little Rock, Arkansas.

—Robert K. Kekuna, Jr., son of Robert E. Kekuna, Sr., a mass transit line bus operator and member of Teamster Local 966 in Honolulu, Hawaii.

—Susan R. Lee, daughter of Yee Shew Tsai, who is employed at Del Monte Corp. and is a member of Teamster Local 857 in Sacramento, Calif.

The scholarship selection committee which selected the recipients included: Joseph Y. Ruth, director of admissions at George Washington University; William Sherrill, dean of admissions and registar at Howard University, and Joseph Chalmers, dean of admissions and records at Georgetown University.

SOPHIE KETSOGLOU

Miss Ketsoglou attended Hunter College High School in New York City for which admissions are based on special recommendations and a competitive examination. Her Scholastic Aptitude Test (SAT) scores placed her in the top one per cent of all students taking the test nationally.

She placed third in the New York City competition for the American Association of Teachers of French Award and is a New York State Regents Scholarship recipient.

In her spare moments, Sophie sings in her church choir and enjoys working as counselor at the Hellenic-American Neighborhood Action Committee Day Camp during the summer.

She plans to attend Cornell University, in Ithaca, N.Y., where she wants to major in chemistry. Miss Ketsoglou wants to become a medical researcher.

MARIE F. POLOSKY

Miss Polosky ranked first in a class of 148 students in her graduating class at Shenandoah Valley High School in Shenandoah, Pa. Her SAT scores placed her in the top two per cent nationally.

A member of the National Honor Society and a recipient of the NEDT Certificate of Educational Development, Marie still found time to edit the school newspaper and yearbook and serve as vice president of her class.

She will attend Franklin and Marshall College in Lancaster, Pennsylvania this semester and plans to major in pre-med studies. Eventually, she would like to become a doctor, or perhaps a psychiatrist.

KAREN E. BOBCEK

Out of 130 students at North Judson San Pierre High School in North Judson, Indiana, Miss Bobcek graduated first in her class. She ranks among the top two per cent nationally, based on SAT scores.

Karen's list of credentials includes being listed in WHO'S WHO AMONG AMERICAN HIGH SCHOOL STUDENTS, membership in the Society of Distinguished American High School Students, and mention in WHO'S WHO IN FOREIGN LANGUAGES IN INDIANA HIGH SCHOOLS, a directory of outstanding language scholars.

She was valedictorian of her class, president of her high school chapter of the National Honor Society, an active participant in the Student Council, and a member of the school Drama Club, Math Club and Band.

She plans to attend Purdue University, in Purdue, Ind., where she will major in engineering or veterinary medicine.

MICHAEL KOPCZYNSKI

Kopczynski, who attended Quigley Preparatory Seminary North in Chicago, Ill., ranked third in his graduating class, even while working after school as a stockboy in a local store. Both his ACT and SAT scores placed him in the top one per cent of all students nationally.

Michael was a National Merit Award finalist, a member of the National Honor Society, and an Illinois State Scholar.

He found time to serve as the news editor of his school newspaper, serve on the Student Council, and play on the varsity tennis team.

This fall, he will attend Massachusetts Institute of Technology, in Cambridge, Mass. He plans a career in science research and instruction.

KEN L. BERRY

Berry finished first in his class of 600 at Longview Senior High School in Longview, Texas, and was valedictorian of his graduating class. His ACT scores showed him to be in the top one per cent of all students nationally.

Mathematics apparently is one of his abiding loves as 15 trophies from math contests show, including first place in the 1976 Slide Rule Contest sponsored by the Texas State JETS conference and first place in the East Texas Science Fair. A member of the National Honor Society, he was included in WHO'S WHO AMONG AMERICAN HIGH SCHOOL STUDENTS.

In his spare time, he is an avid golfer, and took first place in the Alpine Junior Golf Tournament recently.

Ken plans to attend Abilene Christian University, in Abilene, Tex., where he will major in mathematics and Greek. He plans to teach at the university level.

DOYLE L. CAMPBELL

Campbell attended Atkins High School in Atkins, Arkansas where he ranked first in a class of 70. Both his ACT and SAT scores placed him among the top one per cent of students across the nation.

An award for Outstanding Proficiency in American History and recognition as a National Merit Award semi-finalist are among his honors.

Doyle plans to attend Hendrix College in Conway, Arkansas, where he will major in pre-law or engineering.

ROBERT K. KEKUNA JR.

Of 376 students at Kamehameha High School in Honolulu, Hawaii, Kekuna ranked second. His SAT scores were in the top one per cent nationally.

Robert, who was a three-year member of the National Honor Society, has been recognized by the Society of Distinguished American High School students for two years, and was listed in WHO'S WHO AMONG AMERICAN HIGH SCHOOL STUDENTS.

A tennis enthusiast, he recently won the Hawaii High School Consolidation Tennis Tournament in doubles competition.

Kekuna plans to attend Princeton University in New Jersey and major in economics or English. Eventually he would like to become a lawyer.

SUSAN R. LEE

A graduate of Sacramento Senior High School, Miss Lee ranked first in her class of 459 students, with SAT scores which placed her among the top three per cent of the students nationwide.

The winner of a Rensselaer Mathematics and Science Medal, she also received a National Merit Letter of Commendation and a Soroptimist Youth Achievement Award during her high school years.

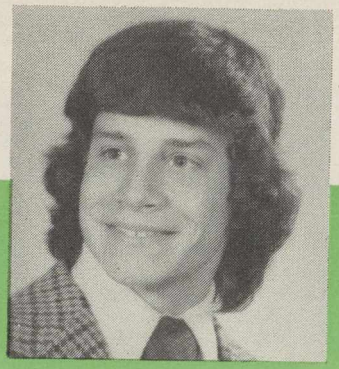
Susan also served as president of the Science Club, layout editor of the school yearbook and president of the California Scholarship Federation.

She plans to attend Brown University in Providence, R.I., where she will study engineering.

CENTRAL CONFERENCE

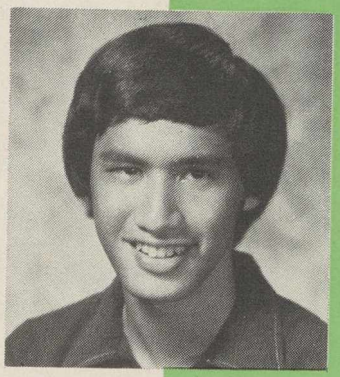


Karen E. Bobcek



Michael Kopczynski

WESTERN CONFERENCE



Robert K. Kekuna, Jr.

Sophie Ketsoglou



EASTERN CONFERENCE

IBT SCHOLARSHIP WINNERS

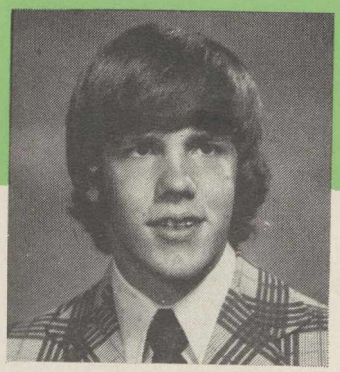


Susan R. Lee

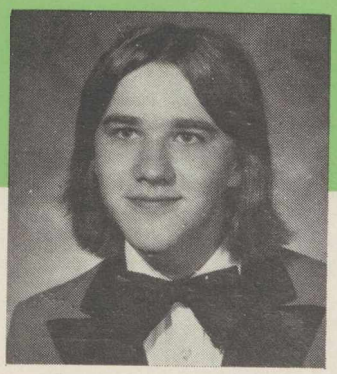
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Ken L. Berry



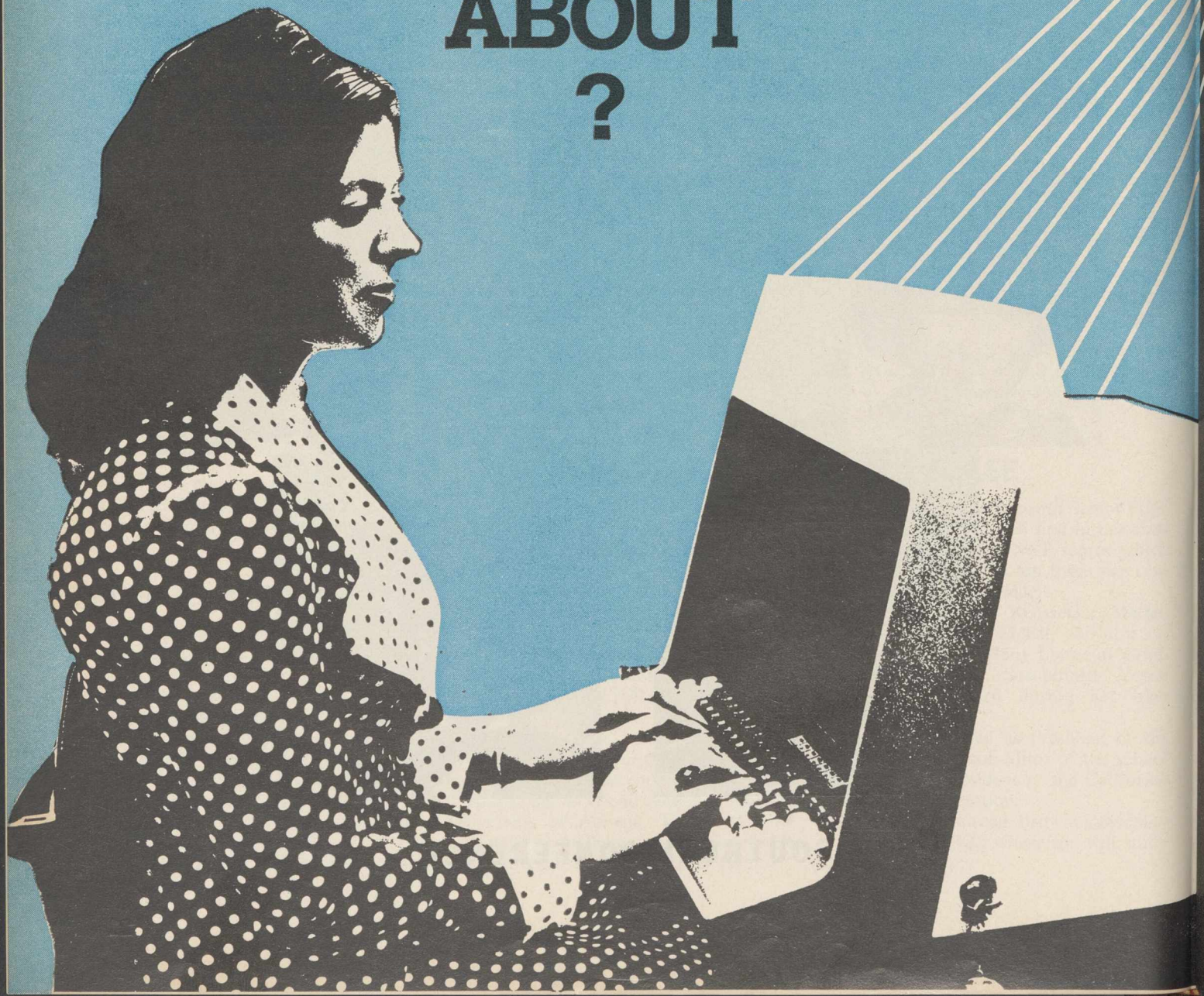
Doyle L. Campbell

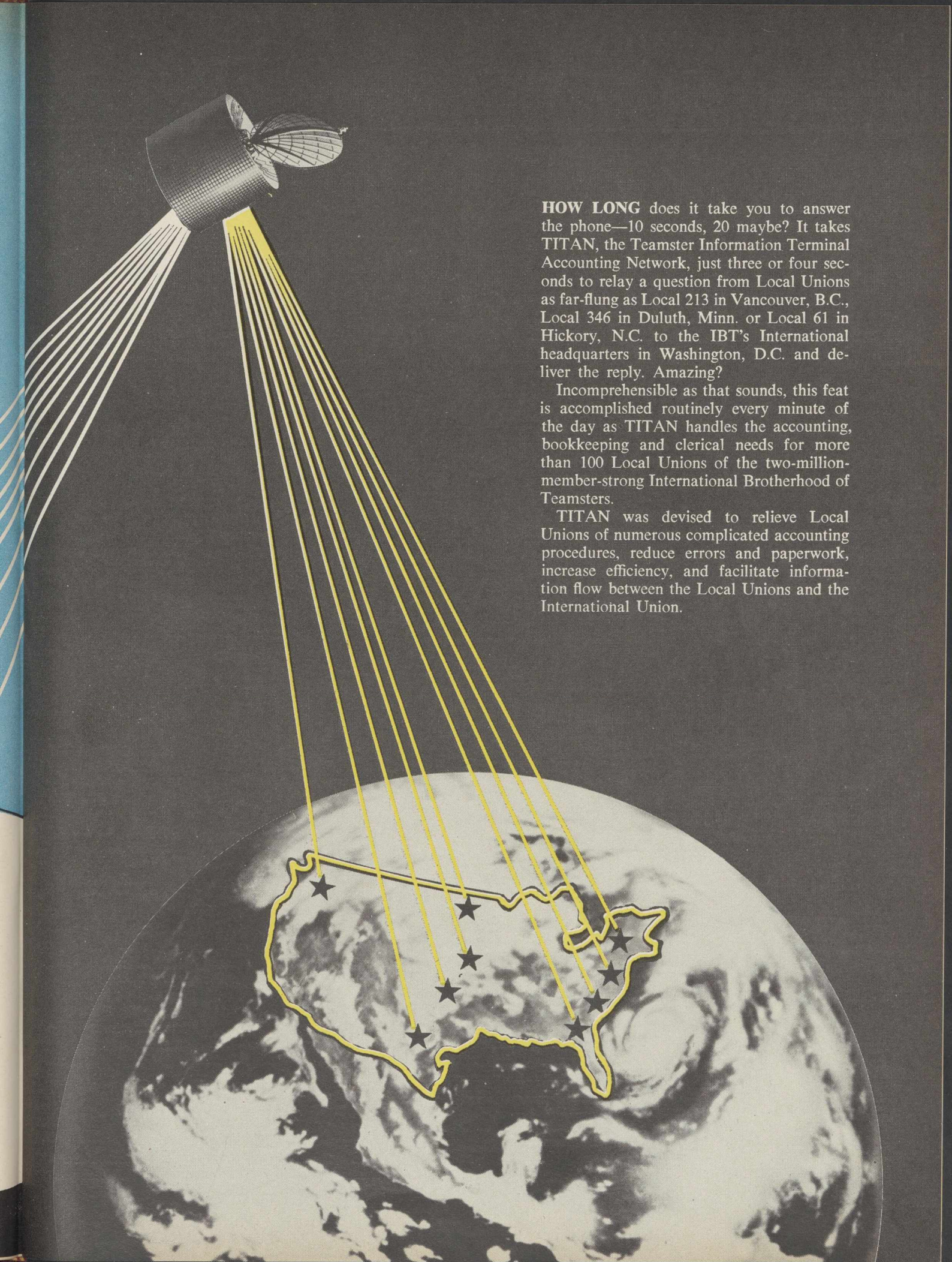


SOUTHERN CONFERENCE

TITAN

WHAT'S IT ALL ABOUT ?





HOW LONG does it take you to answer the phone—10 seconds, 20 maybe? It takes TITAN, the Teamster Information Terminal Accounting Network, just three or four seconds to relay a question from Local Unions as far-flung as Local 213 in Vancouver, B.C., Local 346 in Duluth, Minn. or Local 61 in Hickory, N.C. to the IBT's International headquarters in Washington, D.C. and deliver the reply. Amazing?

Incomprehensible as that sounds, this feat is accomplished routinely every minute of the day as TITAN handles the accounting, bookkeeping and clerical needs for more than 100 Local Unions of the two-million-member-strong International Brotherhood of Teamsters.

TITAN was devised to relieve Local Unions of numerous complicated accounting procedures, reduce errors and paperwork, increase efficiency, and facilitate information flow between the Local Unions and the International Union.

TITAN is replacing the old NCR bookkeeping machine and the magazine-mailing card deck with a terminal. This sleek, desk-top console, equipped with a typewriter keyboard and a picture tube similar to a television screen, is connected to a high-speed printer which can be instructed to reproduce everything from a roster to a dues receipt at the touch of a button.

How does TITAN work? Say Local 213 in Vancouver, B.C., which has installed TITAN, wants to know where to contact John Barnes, who is registered with the Local's hiring hall. Since his membership data is already on TITAN, the operator goes to the terminal and types in the Local Union number and its password. That password, selected at random by the Local Union, must be coded in before TITAN will release any information. This ensures that only authorized personnel (and no other Local Union) has access to the data.

Now TITAN will flash a go-ahead sign, the operator will code in what she wants to do—a membership inquiry—and specifying what membership information she needs, will add the member's identification number.

One of the most amazing things about TITAN is that all of the Local Union's questions are being relayed to the central Honeywell computer in Washington and are answered by TITAN *within seconds*. From the West Coast, the regional concentrator at Los Angeles uses the WESTAR communications satellite to transmit the data East, as does the Kansas City relay station. The other two concentrators, in Cleveland and Washington, D.C., use a telephone relay system to carry their data.

But back to operations. Seconds after Local 213's query passes through the Los Angeles concentrator and is flashed to Washington, the operator will see the member's record on her terminal screen. She can then obtain his telephone number or, if necessary for some inquiry, she can instruct the printer to make a copy.

Operation of the terminal is simple and logical. The screen constantly displays informative, multiple-choice, step-by-step instructions that the operator has been taught to answer when feeding in data or requesting a program function. Once the operator enters the Local number and types in the code number for her request, the terminal will handle whatever function or program she wants.

Messages typed on a terminal in one Local Union can be beamed to another with a TITAN installation within seconds for a quick reply.

The machine will produce a list of employees that is complete and accurate. Rosters, pre-billing lists, delinquency lists, receipt printing and cash journals which normally would tie up a typist's time for hours can be compiled automatically on a TITAN printer within minutes.

Since the printer and the terminal are autonomous, the operator can code in information on new members or perform other functions at the terminal while the printer prepares dues receipts or runs a roster.

TITAN provides the Local Union with the capability to offer better service to the members. It can perform member inquiries, updates and additions, postings of company check offs and receipted individual dues payments, run employer inquiries, print pre-billing lists, rosters, receipts, self-adhesive labels, daily and monthly cash journal sheets, audit per capita and membership statistics, provide a written record of them, and furthermore, do so at a moment's notice—something no office staff alone could ever be expected to do.

Along with instant data retrieval, its other advantages over conventional bookkeeping, accounting and NCR systems include the strict internal control it guarantees Locals, its ease of operation and minimalization of error, the easier maintenance of more complex and comprehensive data on the members of each TITAN Local, the greater cash control it offers, and the accuracy and time-savings it offers in the performance of routine, yet complicated mathematical computations such as figuring per capita taxes and dues automatically, all of which free office personnel to offer better service to the membership.

More specifically, TITAN offers the Local Union all the advantages of electronic data processing, with a minimum financial expenditure.

Why was TITAN developed? The International Union began developing the program when it became apparent that bookkeeping demands were outpacing the capabilities of large Local Unions, thus hindering their ability to service the membership and limiting organizing activities. Thus began the search for a system that could simplify these time-consuming tasks.

What began as a request for help from Local 970 in Minneapolis, Minn., when its dues structure overcame its NCR capabilities in 1969, has led the way to many innovations in the past seven years.

The International Union, with support given by a mandate of the delegates to the 1971 convention, took a monumental step into the 21st century by employing space-age technology to create TITAN.

Minneapolis Joint Council 32 achieved Teamster history when it volunteered to sponsor the two-year pilot project that led to this achievement. With the help of the nine Local Unions who participated in the program, TITAN was conceived, debugged of potential problems, refined, new programs were implemented, and the current system evolved.

The Teamster-designed system was created expressly to meet the needs of the Local Unions and their members.

In evolving the system, Teamster personnel met with specialists in the computer field and conquered many design problems while developing a system that has placed itself in the forefront of technological advance in the computer industry.

An example pointed to with pride by the design specialists is the way in which the time-sharing problem was met. The Teamsters sought a system that all Locals could use simultaneously. While develop-

ing TITAN, they had decided that it would be unfair to make any of the Locals wait for access to their own information.

Thus came the demand for a totally unprecedented system—one in which all the Locals could retrieve their information upon request without regard for the demands other Locals were making at the same time.

Computer specialists consulted met this demand, saying "It can't be done!" Today, not only has it been done, but it is an unqualified success, matched by no others in the industry. Teamster personnel developed it, implemented it, and have refined it. Its functioning ease guarantees efficient operation and uniformity from coast to coast. The IBT owns the copyright on the innovative system it devised—it's a collaboration of technique, tenacity and technical know-how unknown elsewhere.

TITAN, at this point, stands two years ahead of the rest of the computer industry, in its application of space-age technology to meet actual business needs.

The IBT began using satellites to transmit live data about three years ago when telephone tie-ins to the West Coast developed interference that sometimes shut down operations. TITAN then switched to a satellite network which precludes that problem. Currently, information relayed by the Cleveland and Washington, D.C. concentrators still travels via a telephone communication network, although they may eventually opt for satellite relay also.

The Teamsters' use of satellite has the distinction of being the *first* industrial use of satellite to transmit live data from station to station, in day-to-day business operations.

Satellites had been used previously for weather and television communications, but had never been explored for business purposes before the Teamsters harnessed this new communications source.

Similar applications are being devised, but few firms yet use it on a daily basis. These technological innovations are so unique that many commercial firms are now seeking permission to utilize the system which the Teamsters devised.

Where it stands today. TITAN is no longer a pilot project. After seven years of trial and error exploration, it has proven its ability to satisfy our members' needs and demands. It has proved that the computer can be a valuable tool in the Local's efforts to serve its members efficiently.

This highly complex system, uniquely tailored to the needs of IBT Locals, has accomplished precisely those things the far-sighted delegates at the 1971 convention hoped for when they approved the first pilot project. The 1976 convention delegates acknowledged this when they voted to continue expanding the program. Now the push is on to get TITAN into as many Locals requesting the system as possible.

Currently 100 Local Unions with 350,000 members utilize TITAN's record keeping facilities. Another 200 Locals have asked the International Union for permission to transfer onto the system. Any Local Union that desires TITAN has only to write to General Secretary-Treasurer Ray Schoessling with a request to be considered.

It is the International Union's goal that 100 Local Unions be added or converted to TITAN use each year until all Locals are tied in to the system, a project that should be completed within five years.

Those Local Unions that are on the system have enthusiastically reported it to be a great asset in handling their complex accounting procedures.

Every Local Union approved for TITAN conversion receives expert assistance from the IBT's staff of computer specialists to ensure a timely changeover, mastery of the new procedures, and an awareness of the number of functions TITAN is capable of performing.

Currently, 30 in-house and regional personnel comprise the Data Processing staff. Computer and key-punch operators, programmers, analysts, and TITAN field coordinators operate on a 16-hour daily schedule to ensure accessibility to the computers. That staff will continue to grow, keeping pace with increases in the number of Locals using TITAN, as new capabilities are devised for the system and additions to the IBT's programs are made.

TITAN's future. While TITAN helps the officers and staff of the Local Union handle their dues processing and management now, its capabilities will grow as time goes by, according to the projections of its IBT designers.

TITAN wasn't easy to develop, but its advantages continue proving themselves every day. New adaptations are constantly under consideration to make the system more responsive to needs that arise in the Local Unions. Its potential remains untapped for many applications as yet unrealized.

Eventually it may be able to keep track of fringe benefits nationwide, and offer comparisons of health and welfare, benefits and dues to help Locals ensure equitable treatment of all their members.

It may be able to offer statistical information on the composition of the membership at a finger's touch.

TITAN has the potential of providing information from the IBT's bank of contracts and other vital economic material that will help the Local Unions in collective bargaining.

TITAN may someday prove invaluable in the political activities of Local Unions. "We will be examining the potential of indicating whether a member is registered to vote, and even to indicate congressional district and other political facts," IBT General Secretary-Treasurer Ray Schoessling told delegates to the 1976 convention in June.

Those, of course, are prospective applications which TITAN may accomplish. Today, the Teamsters are concerned with getting the Locals converted to the system as quickly as possible. The number of Locals applying for a TITAN installation increases daily, as Local after Local discovers its advantages.

Installing a terminal in every IBT Local Union is the International Union's aim; accomplishing it is the goal.

STATE OF THE UNION

Teamsters Cannery Workers Win Top Pact With Strike

TEAMSTER cannery workers in California won an outstanding new contract recently after an 11-day strike.

The 3-year agreement, retroactive to last July 1st, covers 60,000 workers at peak season. The settlement was ratified by a 5-to-2 margin of the membership in the California cannery local unions.

Freddy F. Sanchez, president of the Teamsters California Council of Cannery and Food Processing Unions, said that besides substantial wage gains every year, vast improvements were won in health and welfare benefits. An additional holiday was negotiated to bring the total to 11 paid holidays annually.

Teamster negotiators also succeeded in retaining the "sabbatical leave" program originally negotiated a decade ago but which the industry fiercely attempted to knock out of the contract in this year's negotiating.

The medical check-up program was extended to next July for the dependents of members covered by the agreement.

The membership went on strike when it was clear that California Processors, Inc., representative for 28 big canning corporations, intended to keep practically all issues unsettled. Meanwhile, the employers tried to conduct an anti-union campaign to bring pressure against the Teamsters. The effort failed.

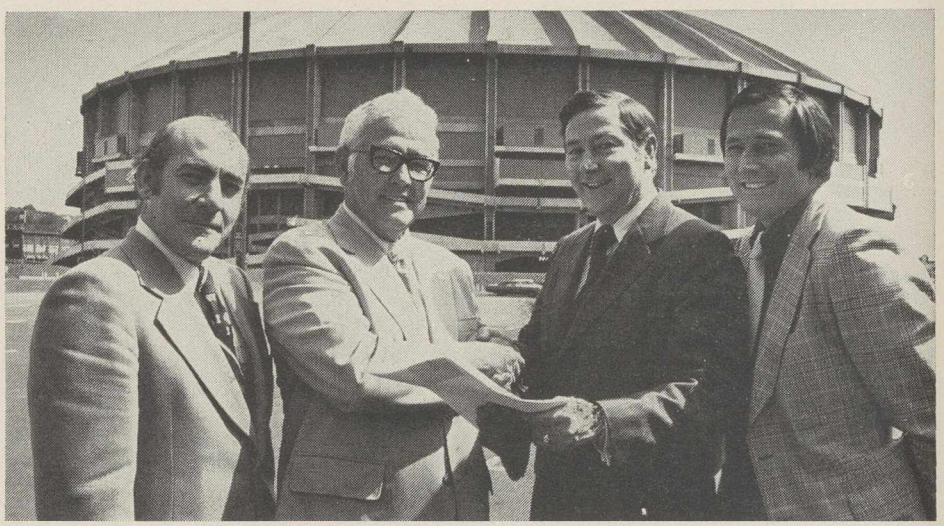
A huge inventory was built up by the companies which tried to get across the idea that a strike would raise prices for consumers and cause great financial losses to the companies. Nobody was fooled. Sanchez said it was sheer Teamster unity that permitted the membership to win the strike.

Stadium Crew Goes Teamster In Northwest Election Win

TEAMSTER Local 882 of Seattle, Wash., won a major organizing victory recently when more than 500 employees of the new Kingdome Stadium voted for Teamster representation.

Jim Clark, Local 882 secretary-treasurer, said approximately 90 per cent of the stadium crew voted to ratify the agreement that was negotiated.

Organizing the stadium workers, who are public employees, was part of an intensive 2-year organizing program by the Teamster affiliate.



Kingdome Stadium in Seattle, Wash., serves as a backdrop for (left to right): Al Ross, personnel manager; Jim Clark, secretary-treasurer of Teamster Local 882; John Spellman, King County executive, and Ted Bowsfield, stadium manager.

Clark said the union also was successful in organizing the Sea-Tac (Seattle-Tacoma) International Airport police force, the fourth largest group of officers in the State of Washington. The unit previously was represented by a guild.

Local 882 represents several other police departments in Washington as well as many units of municipal workers.

Clark expressed appreciation to IBT Vice President Arnie Weinmeister, president of Joint Council 28, as well as to the Western Conference of Teamsters for assistance in the organizing campaigns.

Two Decisions Won by Local At State College

Reinstatements for two members were won recently by Teamster Local 8 which represents technical services employees at Pennsylvania State University in State College, Pa.

Jane Anne Pikovsky, president of Local 8, said arbitrators ruled favorably on behalf of Libby Young, a dining hall employee, who received backpay totaling $3,300 without loss of seniority or benefits on a phony theft charge, and in the case of Richard Shawley, accused of misconduct, whose discharge was reduced to a suspension of 60 days.

In Shawley's case, he was awarded monetary reimbursement for the difference in earnings for the period following the 60-day suspension period and before returning to the job.

Teamsters Win 100 Month Struggle in S.D.

After eight years and four months of negotiations, litigations and two long, bitter strikes, Teamster Local 749 has completed and signed a contract covering members employed by Transport Inc., of South Dakota.

Clem Weber, secretary-treasurer of Local 749 in Sioux Falls, S.D., said the struggle began in April, 1968.

Weber said: "Much of the success in this venture was due to the very adamant group of employees and to the unending assistance and guidance of General Secretary-Treasurer Ray Schoessling, who, when the going got rough, stood by us."

Correction

The August 1976 issue of The International Teamster contained an error in fact in the story of the Central States Pension Fund.

The error on Page 10 of that issue reported that 20% of all applicants are eligible for pension benefits.

The fact is that over 90% of all applicants for benefits under the Central States, Southeast, Southwest Pension Fund qualify for their monthly benefit check.

UNCLE PENSION SAM'S

Federal pensions are costing a bundle for deserving civilians and military

WHILE certain congressional elements push hard for harassing probes of Teamster pension funds, Congress itself carefully ignores the federal pension system's deadly arithmetic which lies a'smoldering on the Capitol doorstep.

Federal retirement programs for civilian workers and military retirees have gotten completely out of hand.

They are gobbling taxpayer money at the fiscal 1976 rate of $15.6 billion.

The problem has become so explosive that most congressmen will not talk about it.

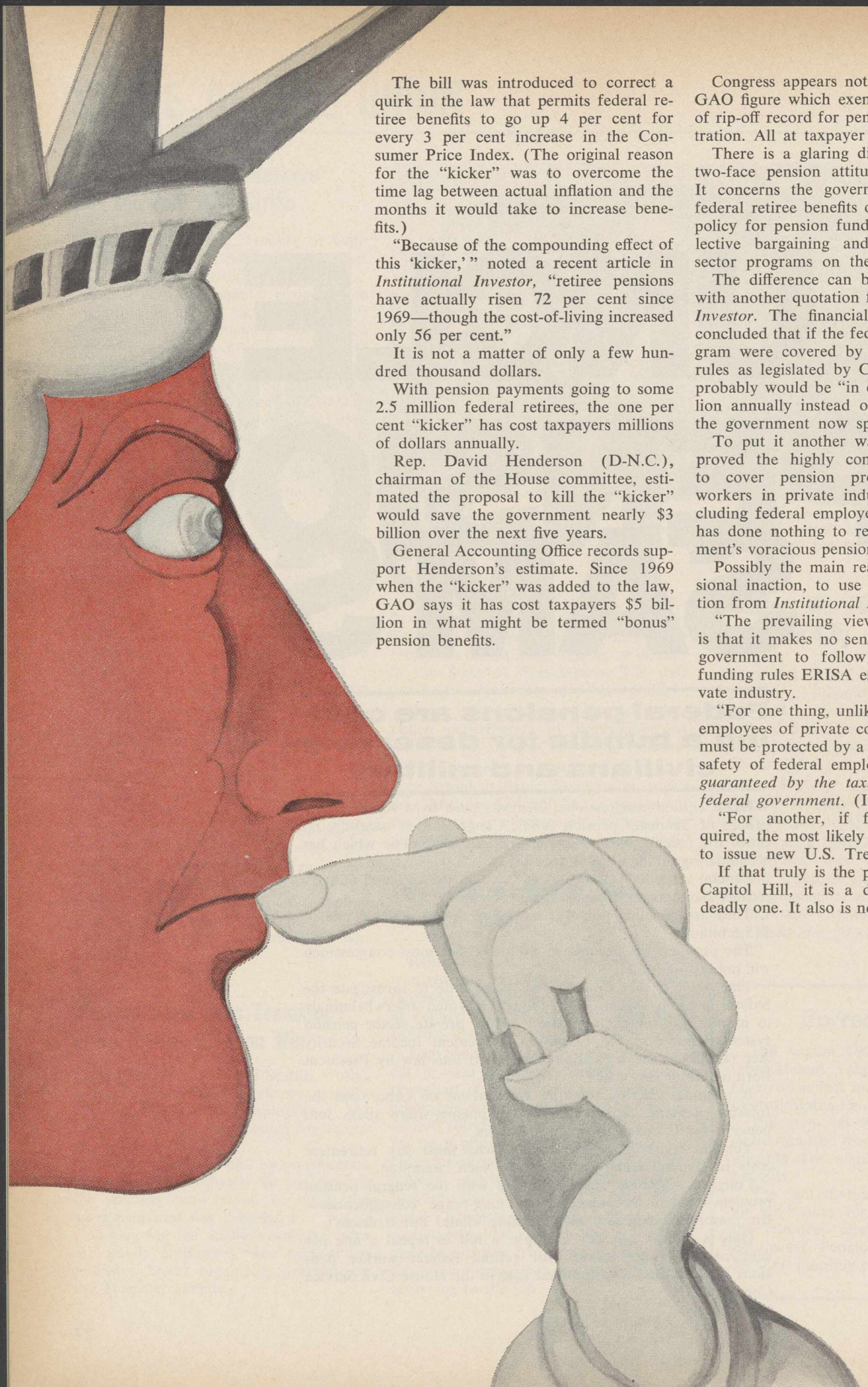
The result is that Congress has done little to investigate the federal pension system even though it voted overwhelmingly to impose government regulation on the private sector pension system. Known as the Employee Retirement Income Security Act (ERISA), the legislation was signed into law by President Ford on Labor Day, 1974.

It is under ERISA that the Department of Labor and the Internal Revenue Service have been poking sharp sticks into pension funds covering union members.

Yet the taxpayers of the nation, who must pay retirement costs for federal employees, have no such champion.

Congress rightfully should grapple with the federal pension problem—which threatens serious long-range consequences—for reasons of fiduciary responsibility alone. But it doesn't.

Only a month ago, for example, a bill to repeal a one per cent cost-of-living "kicker" for retired federal worker pensions was repulsed by a lopsided vote in the House Civil Service Committee.



The bill was introduced to correct a quirk in the law that permits federal retiree benefits to go up 4 per cent for every 3 per cent increase in the Consumer Price Index. (The original reason for the "kicker" was to overcome the time lag between actual inflation and the months it would take to increase benefits.)

"Because of the compounding effect of this 'kicker,'" noted a recent article in *Institutional Investor,* "retiree pensions have actually risen 72 per cent since 1969—though the cost-of-living increased only 56 per cent."

It is not a matter of only a few hundred thousand dollars.

With pension payments going to some 2.5 million federal retirees, the one per cent "kicker" has cost taxpayers millions of dollars annually.

Rep. David Henderson (D-N.C.), chairman of the House committee, estimated the proposal to kill the "kicker" would save the government nearly $3 billion over the next five years.

General Accounting Office records support Henderson's estimate. Since 1969 when the "kicker" was added to the law, GAO says it has cost taxpayers $5 billion in what might be termed "bonus" pension benefits.

Congress appears not to recognize the GAO figure which exemplifies some sort of rip-off record for pension maladministration. All at taxpayer expense.

There is a glaring discrepancy in the two-face pension attitude of Congress: It concerns the government policy for federal retiree benefits on one hand, and policy for pension funds created by collective bargaining and similar private sector programs on the other hand.

The difference can best be illustrated with another quotation from *Institutional Investor.* The financial trade magazine concluded that if the federal pension program were covered by ERISA actuarial rules as legislated by Congress, the cost probably would be "in excess of $40 billion annually instead of the $15 billion the government now spends."

To put it another way: Congress approved the highly complicated ERISA to cover pension programs affecting workers in private industry, though excluding federal employees; but Congress has done nothing to realign the government's voracious pension program.

Possibly the main reason for congressional inaction, to use one more quotation from *Institutional Investor,* is:

"The prevailing view in Washington is that it makes no sense for the federal government to follow the same strict funding rules ERISA established for private industry.

"For one thing, unlike the pensions of employees of private corporations, which must be protected by a pool of assets, the safety of federal employees' pensions *is guaranteed by the taxing power of the federal government.* (Italics added)

"For another, if funding were required, the most likely method would be to issue new U.S. Treasury bonds."

If that truly is the prevailing view on Capitol Hill, it is a discriminative and deadly one. It also is nonsensical. It boils

down to simply exchanging one government liability for another. Take from Peter to pay Paul and take it all from the hapless taxpayer in the beginning. How long can we last?

Were any large union and large corporation to negotiate a collective bargaining agreement, without guaranteeing a pool of assets for the pension fund in the contract, both the union leadership and corporate leadership—as mutual trustees of the fund—would face prison under ERISA regulations.

What makes the federal pension program shake the money tree so vigorously while threatening to become an even bigger ogre?

For one thing, there are about two dozen separate pension programs covering workers who get federal paychecks. But the major programs gulping the tax dollar are:

—The military retirement system.

—The civil service system.

Each plays ring-around-the-rosy with an accounting maneuver called "unfunded liability." That is, actuarial tables project that certain amounts of pension monies certainly will have to be paid to individuals in the future, but no cash is set aside to be dispensed when that time comes; thus, the liability (promise of expense) is unfunded.

The military retirement system is financed on a pay-as-you go system. It has no assets at all. Its unfunded liability in 1970 was $103 billion. Today it totals more than $172 billion and is still growing.

The financial significance is that American career servicemen still on active duty or retired at this point in time can expect to collect $172 billion in pensions before they die.

Unlike the military, the civil service system is partially funded. However, its unfunded liability currently totals nearly $107 billion.

The billion-dollar figures for both military and civil service pension commitments are low, it should be added, because they are both tied to the Consumer Price Index. Every pulse of inflation in the American economy will add to the bill.

Therefore, federal budget planners know at this moment that eventually the United States must pay a total of nearly $280 billion to military and civil service retirees during the next 30 or so years. The figure undoubtedly will grow because civil service employment continues to leapfrog upward.

(By contrast, Social Security—which is essentially an income redistribution scheme—has potential unfunded liabilities of $4 trillion. But Congress can, under voter pressure, take up the slack anytime it's needed. Federal employee pensions, however, are a form of remuneration like private pension systems.)

It has been estimated by Tom Stevenson, a research specialist, that to meet the liabilities of the two major federal pensions by ERISA standards probably would cost more than $40 billion every year instead of the $15 billion the government now spends annually.

The implication is ominous. If the government does not spend such pension monies today, it certainly must spend them on some tomorrow.

"Unless something is done, it is going to get out of hand," according to Arch Patton who served as chairman of the 1973 Presidential Commission on Executive, Legislative and Judicial Salaries. He added, "And I'm not sure that it is not already out of hand."

No one, of course, begrudges the pensions given federal employees, soldiers and sailors who qualify for them. Organized labor, in practice and principle, is the first to insist that any worker who has performed his working lifetime at a task should receive a deserved, appropriate pension.

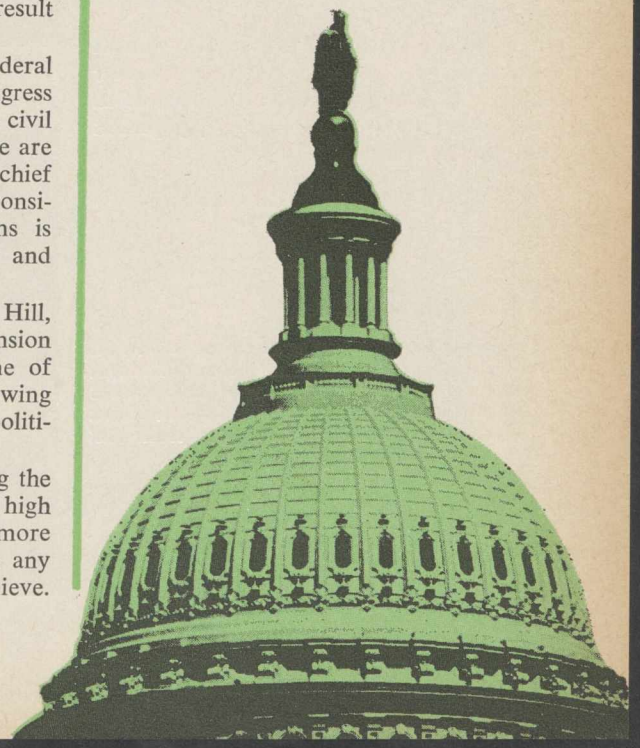
Those who retire from federal employment are more fortunate than most workers. Their pensions are considered among the most generous in the United States, averaging about 56 per cent of the individual's highest salary at retirement. In addition, there is another high-cost factor in that both the civil service and military systems have very liberal disability provisions.

Built-in protections against inflation protect federal retirees better than workers from the private sector. In the civil service system, it has been estimated that more than one-half the increase of its unfunded liabilities—from $53 billion in 1970 to $107 billion today—is the result of inflation.

There has been no significant federal employee pension legislation in Congress since 1969 when the funding of the civil service system was stepped up. There are numerous reasons for the inaction; chief among them is the fact that the responsibility for various pension programs is scattered among dozens of Senate and House committees.

A growing tendency on Capitol Hill, in view of the sensitivity of the pension subject, has been to follow the line of least resistance by leaving the growing liabilities to a future generation of politicians and taxpayers.

Continued postponement of facing the facts, however, can only make the high cost of federal pension programs more costly in the future. It also makes any eventual solution more difficult to achieve.



IBT Requests Improvements In Vehicle Safety Checking

REGULATION changes are needed to provide a more effective system of vehicle inspection and maintenance and the International Brotherhood of Teamsters has recommended changes needed to achieve that goal.

The Teamsters Union Safety and Health Department has filed a petition with the government requesting needed revisions in the Federal Motor Carrier Safety Regulations.

Particularly, the changes would require motor carriers to retain records of vehicle maintenance and driver write-ups for at least three months.

It was further recommended that driver reports of vehicles defects would have to be corrected by qualified mechanics before the vehicle could be dispatched again.

Utilizing findings in a recent study by the Department of Transportation, the IBT stressed the importance of effective preventive maintenance practices in reducing highway accidents.

The Teamster proposal would also require that vehicle maintenance records be kept aboard the unit because the only way to enforce an effective pre-trip inspection would be for the driver to have the previous post-trip inspection form so that he might determine whether repairs had been made.

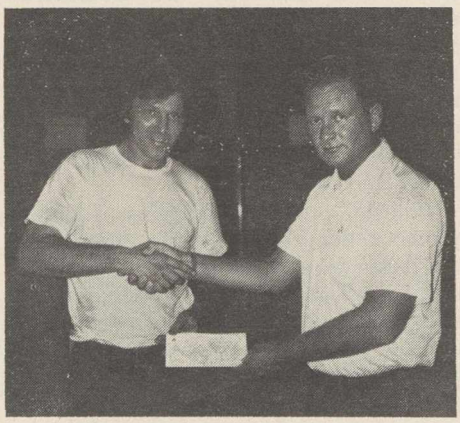
Federal regulations under Sections 396.2 and 396.7 require that every motor carrier shall systematically inspect and maintain all motor vehicles subject to its control.

Enforcement of the provision is almost nil, however, to the extent that a motor carrier is seldom—if ever—held liable in any way for running faulty equipment out on the road.

Member Benefits



Jesse Lopez (center, a member of Teamster Local 117 in Seattle, Wash., receives $48,549 in Teamster insurance benefit checks to cover health and welfare costs in a premature birth of a daughter who later died. Flanking Lopez are (left) IBT Vice President Arnie Weinmeister, who is secretary-treasurer of Local 117, and Charles Criss, Local 117 business agent. Lopez works for the New England Fish Co.

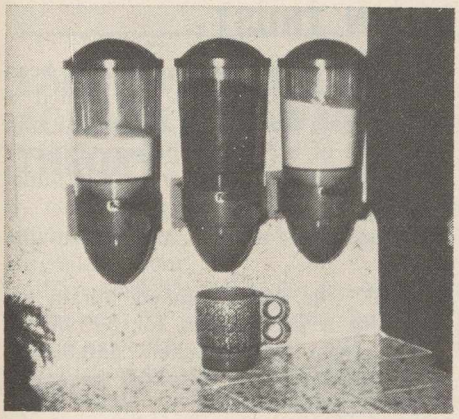


Andrew Pierce (left), a member of Teamster Local 373 in Fort Smith, Ark., receives a backpay check for $1,799 from Ott L. Rogers, secretary-treasurer of the local. Local 373 filed a grievance for Pierce following his discharge by Transcon. He was offered reinstatement with full seniority.

Teamster Champs

Teamster Local 293's softball team won an all-Teamster tournament recently. John Felice, Jr., was chairman of the sports committee that handled the event. Eight Teamster teams were entered from six different local unions.

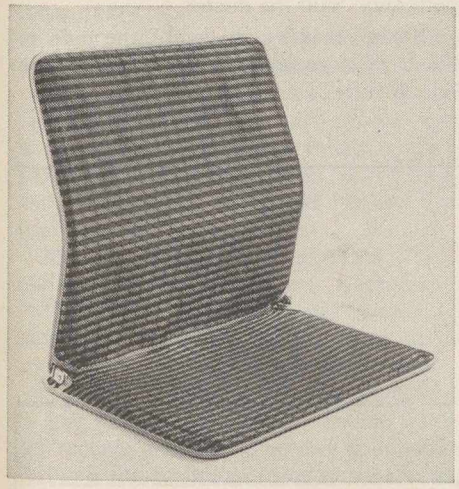




AUTOMATIC TEASPOON

For neat kitchens and less fuss in measuring out those powdered products, such as instant tea, sugar, powdered soap, etc., consider this novel dispenser. Three are shown in the photo, and they all dispense just one measured teaspoon at a touch of the button.

The units slide out of their wall-mounted brackets for simple disassembly and cleaning. The units are guaranteed, and come in avocado, brown, harvest gold or orange.

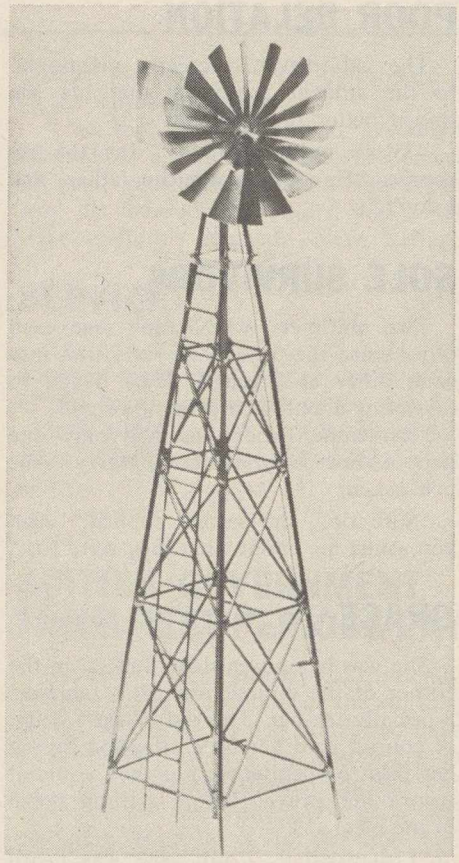


BACK TO BASICS

For relieving discomfort that plagues many drivers in the lower back after driving for long periods, this new seat cushion has been orthopedically designed, and helps to keep the spine from bowing.

A slotted elastic sleeve is fitted over a carbon tool steel frame to provide a "cradle", which distributes an individual's weight. The steel back frame is bent so that the backrest is custom fitted.

Available in five colors, the item is covered with woven nylon or leatherette. For any bench-type seat.

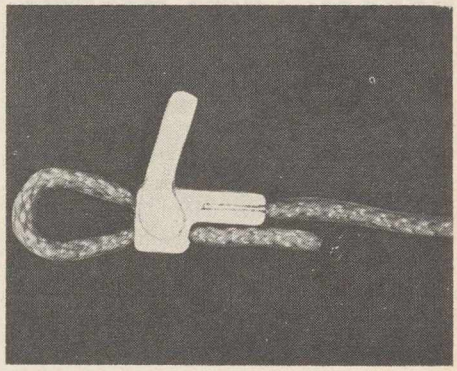


FAN-TASTIC

A touch of nostalgia comes with this replica of the old-fashioned farm windmill. This item stands 12 inches tall, and is, according to the marketer, finely detailed from ladder to tie-down and water faucet. Just the thing for breezy offices and homes.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



WHY KNOT?

Here's a handy little gadget that does away with tying and splicing ropes, according to the seller. The rope end slips into the nylon clamp, and the snap locking lever then holds the rope secure—yet it can be loosened rapidly.

Designed to be used anywhere a knot is needed, such as airplane tie-downs, dog leashes, clotheslines, snow machine tie-downs, boats, etc., the clamps come in sizes to handle 3/16th inch, 1/4 inch, 3/8 inch and 1/2 inch ropes.



PICTURE THIS

A personalized watch, with any photo on the face, could make an unusual gift. The seller of this item will place your photo on the face, and states that any photo can be used, up to 4 x 5, black and white or color.

The watch itself has a precision movement with an unbreakable mainspring, a gold-tone or silver-tone case, stainless steel back and a genuine lizard strap.

LAUGH LOAD

NOBODY LIKES TRAFFIC JAM

All husbands carrying shopping lists now patronize one supermarket in town, which has removed a portion of shelves, marked out an area in red, and put up a sign: "Put Carts Here for Lengthy Conversations." The husbands get home faster and their neighbors' wives can talk to their hearts' content without jamming up the aisles.

SNUFF SAID

Burning the candle at both ends makes it twice as hard to keep a wife in the dark.

A POINTED QUESTION

The rookie had been assigned sentry duty and a staff car with driver and general inside but no pass sticker outside stopped at the gate. "I can't let you in," said the rookie. "You have no pass."

"Drive on in," commanded the general to his driver.

Raising his rifle, the rookie said: "I'm sorry, sir, but I'm new at this. Under regulations, who do I shoot; you or the driver, or both?"

POOR RELATION

The cab driver discreetly mentioned to the affluent passenger that his son tipped better than he did.

"That's quite possible," was the response. "He's got a wealthy father, and I don't."

SOLE SURVIVORS

Two oldtimers, who hadn't seen each other since the days of poverty, ran into each other at a party. They began to reminisce about their humble origins.

"Remember when you had only one pair of shoes to your name, Harry?" the first asked.

"Sure do," the second replied. "And you asked me about what they were for."

GRACE

She was being punished, and sat in the corner of the dining room at a table set especially for her. The rest of the family, of course, paid her little attention during her term of penitence, but they couldn't ignore her prayer before settling down to the meal.

"I thank thee, Lord," she was heard to say, "for preparing a table before me in the presence of mine enemies."

BRAIN TRUST

The unfortunate driver had just been told by his doctor that he needed a partial brain transplant, and asked him what kind of brain cells he would like—a truck driver, a dispatcher, or a terminal manager.

"What's the difference?", asked the driver.

"Well," the doctor replied, "brain tissue from a driver goes for $25.00 an ounce; from a dispatcher, $50.00 an ounce, and from a terminal manager, $100.00 a ounce."

"Frankly," the driver replied, "that seems like an awful lot for a terminal manager."

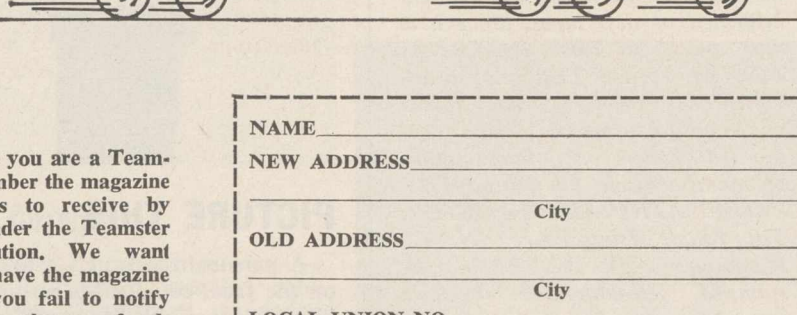
"Oh, yeh"?, the doctor replied. "Do you realize how many terminal managers we have to go through for one ounce of brains?"

MAKING RAPID DECISIONS

The doctor had to tell the man that he had advanced and incurable rabies. The man promptly sat down and started writing. "You don't have to start making a will now!" said the doctor.

"I ain't making any will," the man replied. "I'm making a list of people I'm gonna bite!"

TELL US WHERE YOU ARE MOVING FROM.



TELL US WHERE YOU ARE MOVING TO.

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME_____

NEW ADDRESS_____

City State Zip Code

OLD ADDRESS_____

City State Zip Code

LOCAL UNION NO._____

SOCIAL SECURITY NO._____

LEDGER NO._____

(If unknown—check with Local Union)

NAME OF EMPLOYER_____

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

LABOR WINS FIGHT AGAINST LOW-WAGE THEORY

General agreement on the value of high wages is the latest justification of organized labor.

For years the trade union movement combated the doctrine that low wages mean cheaper production and cheaper production means "more business."

When the workers opposed wage reductions, when they insisted that a cheap wage system lessens their purchasing power, and that general retrenchment follows, the economic wise men were shocked. It contradicted their ancient dogma.

Labor's position was ridiculed. It "ignores economic law," the workers were told.

But labor was not deterred because it stood alone. This was not unusual for the workers. They stood alone when they first agitated against child labor, for the eight-hour day, for compensation laws, direct legislation, and other remedial measures.

They continued their agitation against wage reductions. They insisted that a low purchasing power brings every social evil that ill befits a democratic people; that it means low living standards, child labor and increasing cycles of business depression, each one more intense than its predecessor.

Finally, history again repeated. Now, no one defends low wages. Captains of industry, editorial writers and economists believe they have discovered something and loudly proclaim the new theory.

Labor now supplements its opposition to low wages by a demand that the workers receive a share of greater production through the technical development in industry, elimination of waste, and labor-saving and labor-displacing devices.

At the last convention of the A. F. of L. this resolution was unanimously approved:

"Social inequality, industrial instability and injustice must increase unless the workers' real wages—the purchasing power of their wages—coupled with a continued reduction in the number of hours making up the working day are progressed in proportion to man's increasing power of production."

This declaration will meet the same opposition as did other reforms urged by the workers. It is the law of life that changes are accepted just in proportion to the agitation for them.

That the new theory will eventually triumph is as certain as the acceptance of other remedies for social and industrial ills favored by workers, and which were as stoutly resisted.—News Letter.

SERVICE

There is a spirit that works for the common good, that places the interests of the many above that of the few.

Such a spirit promotes true happiness, adds fullness to life and living, is an attribute of all success.

It is service.

BRITISH GOVERNMENT FINDS REST PERIODS PAY

Rest periods for employees, especially where a large proportion of the working force consists of women and girls, have been adopted widely by employers in the United States. Depending on the nature of the work, there is a good deal of variation both as to duration and frequency of rest periods. Probably the most common procedure is to have a rest period of ten or fifteen minutes in the middle of the morning and one of similar duration in the middle of the afternoon. Considerable American experience has developed to show that productivity is benefited through the introduction of rest periods—not to speak of improved morale on the part of employees.

Employers in European countries have been slower to introduce rest periods, but American experience is having a beneficial influence and progress is now being made abroad in this direction. The Ministry of Labour Gazette, a publication of the British Government, gives a brief account in its February issue of an official investigation in England concerning the effects of rest periods.

The general result of the investigation was to show an increase in the net rate of working, varying from 1.5 to 8.0 per cent. The increase was shown in the period preceding as well as in that following the rest.

WORKERS OPERATE RADIO STATION

Chicago.—Organized labor's first radio station—WCFL—operated and owned by the Chicago Federation of Labor, has been opened on Municipal Pier. The station, studio and reception room is the last word in construction.

The station was opened with addresses by Victor Olander, secretary-treasurer of the Illinois State Federation of Labor, and John Fitzpatrick, president of the Chicago Federation of Labor. Both speakers gave credit to Edward Nockels, secretary of the local Federation of Labor, whose untiring energy made this broadcasting station possible.

"The definite purpose of WCFL," said Mr. Olander, "is to familiarize the public with the aims of the labor movement and how its efforts and influence have made life worthwhile for millions."

Trade unionists declare they are now equipped to combat a hostile press that would warp public opinion whenever labor urges remedial legislation or improved social conditions.—News Letter.

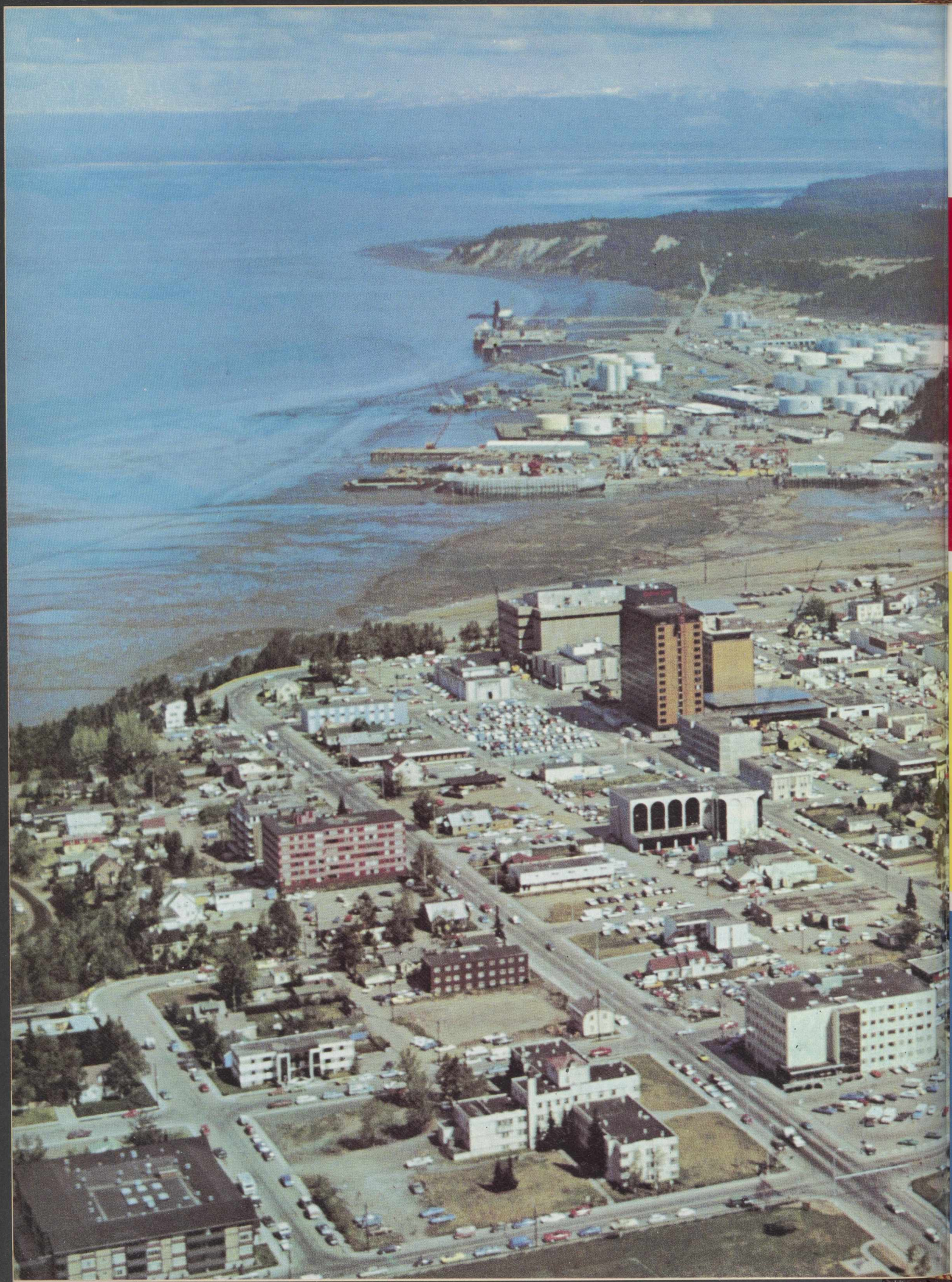
RIGHT KIND OF ORGANIZATION WON TECHNICAL ENGINEERS' STRIKE IN CHICAGO

Chicago.—Over 500 technical engineers and draftsmen employed by the city of Chicago have won their strike for a 30 per cent salary increase. This is said to be the first strike of professional engineers in the history of Chicago.

Over 600 men walked out and tied up over $10,000,000 worth of new construction and otherwise paralyzed the other engineering and construction activities of the city.

As a result of the general confusion ensuing in all of the city's enterprises, emergency action was called for by the city council. After a prolonged session lasting more than 14½ hours and hanging over until 4 a.m., the council voted to grant the demanded increase so as to get these men back to work at once so the city might be able to resume normal operation.

The new minimum rate goes from $160 to $250 a month and the new maximum is advanced from $708 to $900 a month.—News Letter.



INTERNATIONAL
TEAMSTER
OCTOBER–NOVEMBER, 1976

Compulsory Open Shop Depresses States' Economies

VOTE NOVEMBER 2nd

Central States Pension Fund A Steady Performer

Teamsters Major Sponsor of College, Pro Football

INTERNATIONAL
TEAMSTER

SPOTLIGHT SERIES

DALLAS: Part of the International Teamster's approach to covering the Teamster story is to spotlight a Teamster city, its geographical highlights, its people and the Teamster personalities which make the city go.

Next month, the International Teamster will spotlight Dallas, Texas, and its Teamster movement there.

Teamsters are a part of Dallas and their contribution to Dallas and its economy will be portrayed in the next issue.

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001.

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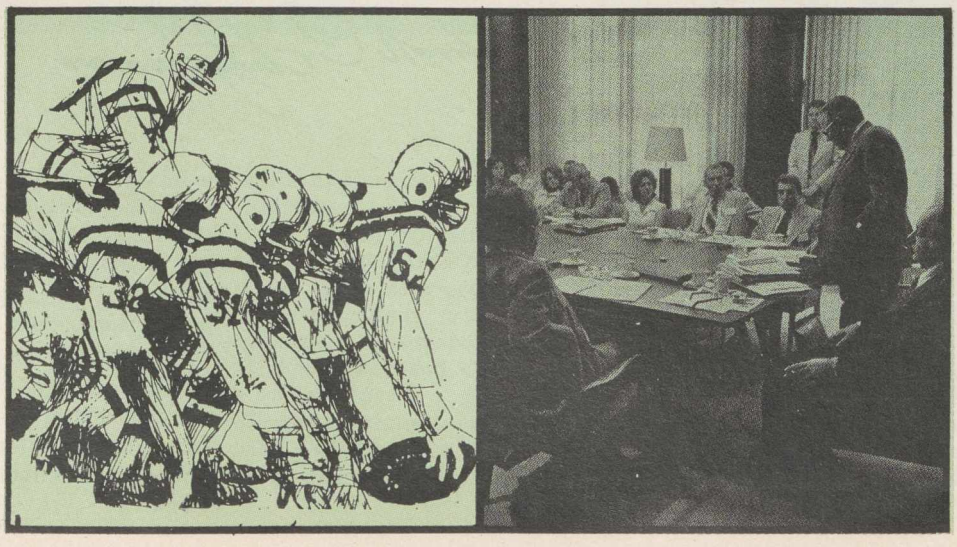
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FROM THE DESK OF FRANK FITZSIMMONS

On November 2nd we Americans will once again flex our voting muscle in the tradition of government which places ours in that rare company of true democracies.

In actual practice it has worked for two hundred years and in theory there is no reason it should fail in the next two hundred. Yet the system is endangered by a threat never foreseen by the founding fathers. They fought too hard for the right to participate in their own government to conceive that one day their ancestors would have to be urged to participate in theirs.

In the last two decades American voter response has fallen to shocking levels. Although every citizen is personally and emphatically affected by the quality and performance of government (and almost without exception we each do our share complaining about it) a minority of qualified voters has been making the decisions for the majority.

Last month every Teamster received an opportunity to cast a ballot to determine what endorsement if any should be made by this International Union. No registration was required, no standing in line at a polling booth—just a check mark or two on a stamped, pre-addressed card. When less than 13 per cent bothered to express themselves, which was very disappointing, the Board had no option but to announce that this great organization would endorse no candidate for the Presidency.

Of course I do not equate the importance of a straw poll within our organization with the national election on November 2nd. The first would have provided welcome guidance to your officers, the second may be vital to your nation. I have no wish to influence your decision. But I do urge you to inform yourself about the federal, state and local candidates for public office. Find out as much as you can about them and their positions on issues vital to you, this union and to the nation. And then VOTE.

We will make our bicentennial celebrations a travesty if we salute our 200th birthday with the poorest citizenship participation in the history of the nation.

Fraternally,



Frank E. Fitzsimmons

Teamster General Executive Board Holds Quarterly Meeting



Teamster General Executive Board in session at its regular quarterly meeting held October 6-8, 1976, in Los Angeles, California.

THE TEAMSTER general executive board held its regular quarterly meeting October 6-8, 1976, in Los Angeles at which it took the following actions:

1. Reluctantly accepted the resignation of William Presser as International Union vice president and general organizer.

2. Approved unanimously the appointment of Jackie Presser to fill the vice presidential vacancy on the general executive board. The recommendation was made by General President Frank E. Fitzsimmons.

3. Named Norman Greene to head the union's airline division.

4. Approved a program of intra-union communications using the network of Teamster newspapers throughout the United States and Canada.

5. Approved a program for retired Teamsters throughout the United States and Canada.

6. Heard a report from Canadian Conference Director Edward Lawson on a general strike called by the Canadian Labour Congress for October 14th to protest the Canadian economic controls program. Lawson reported that the Canadian Conference of Teamsters voted *not* to participate in the general strike.

7. Heard the results of the Teamsters Presidential preferential poll which Teamster General President Frank E. Fitzsimmons called "inconclusive" and not representing a majority expression of the



Teamster General President Frank E. Fitzsimmons administers the oath of office to newly appointed International Union Vice President Jackie Presser.

membership.

General President Frank E. Fitzsimmons gave an extensive report to board members on the state of the economy, delving into such items as unemployment, inflation, and corporate profits.

President Fitzsimmons reported to board members that a recent study by the Department of Transportation confirms the union's stand that deregulation of the trucking industry will leave rural areas without trucking service if approved.

The General President reiterated the union's support for a National Health Insurance plan, warned all union affiliates to be on guard against efforts of anti-union elements to pass compulsory open shop laws in the various states, and said the union will be watching legislative efforts in the new congress in the following areas:

Energy, jobs in construction projects, the Alaskan gas pipeline, the coal slurry pipeline, overhauling of labor legislation, territorial franchising of the soft drink industry, minimum wage, government reorganization, taxes, and health and safety legislation.

General Secretary-Treasurer Ray Schoessling reported on the activities of his office since his last report to the general executive board.

The general secretary-treasurer reported on union finances, merger of local unions and charter revisions.

General Secretary-Treasurer Schoessling gave his quarterly report to the board on union finances and reported on the progress of installation of Titan in local union bookkeeping processes.

Board members heard reports from the legal, legislative and safety and health departments.

The results of the Teamsters' Presidential preferential poll were viewed as "very disappointing" by Teamster General President Frank E. Fitzsimmons.

Only about 13 per cent of the membership responded by mailing in their ballots.

Fitzsimmons reported that the General Executive Board had hoped the Union would receive at least a 50 per cent return so the Union could make a determination on the basis of a substantial expression of the membership.

Failing that, the only course left to the General Executive Board was to announce the results of those who did return their ballots. They were as follows:

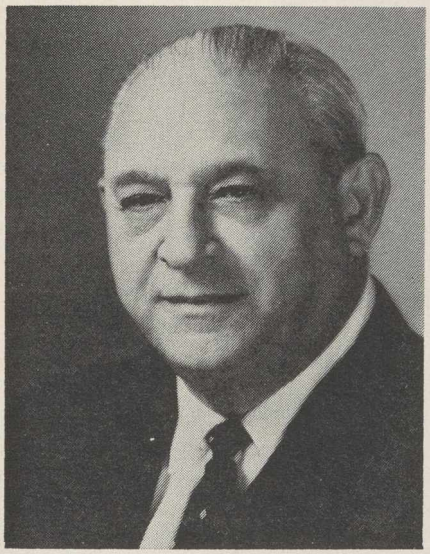
For President Ford	**92,174**
For Jimmy Carter	**182,333**
For Eugene McCarthy	**8,909**
For Lester Maddox	**5,566**



Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling confer during session of general executive board meeting.

A LIFETIME OF SERVICE

Vice President William Presser Resigns from Teamster Board



William Presser

WILLIAM PRESSER, a vice president on the Teamster general executive board since 1967 and a trade unionist since his early teens, has resigned.

Presser submitted his resignation as IBT vice president and general organizer at the regular quarterly meeting of the general executive board held October, 1976, in Los Angeles.

The veteran Ohio labor leader told the board members that he had reached the stage in life where he wanted more time to spend with his family and for personal pursuits.

Presser maintains his positions as president of Teamster Joint Council 41 and as president of Teamster Local 555.

He entered the labor movement in 1926 when he became a member of the Hatters Union of North America. In 1927 he became a business representative of the Dry Cleaners until formation of the present Dry Cleaners International Union and was instrumental in forming that International Union.

In 1934, Presser left the Dry Cleaners to organize in the vending field, and in 1953 brought his organization into the Teamsters Union. Two years later, he ran for office in Joint Council 41 and has been continuously elected to office in Joint Council 41 since.

He first served the International Union as an International Trustee when appointed to that position upon the retirement of John Rohrich.

Jackie Presser Named to General Executive Board

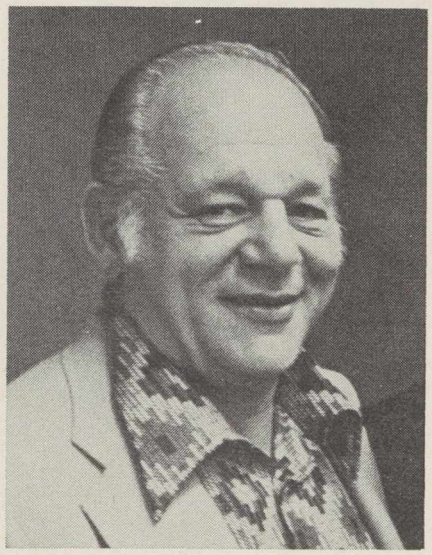
Jackie Presser, newly appointed vice president of the International Brotherhood of Teamsters represents the second generation of labor leadership by his family in greater Cleveland, Ohio and the United States.

He was born August 6, 1926, a son of William and Faye Presser of Cleveland.

Jackie Presser grew up and was educated in Cleveland. When he was only 17 he joined the United States Navy and served three and a half years. After the war, he joined the office staff of the Hotel and Restaurant Employees Union Local 10, in Cleveland, and by 1948 he had been elected president.

Jackie Presser began in the Teamsters as an organizer for Local 521 and for Joint Council 41 composed of 40 Local Unions in Ohio.

In 1966 he organized Teamster Local 507 in greater Cleveland. This brought the union to scores of large, medium and small plants and warehouses in both the manufacturing and food industries where favorable contracts have been obtained for thousands of employees in widely varying categories of work. Jackie Presser is secretary-treasurer of Local 507.



Jackie Presser

He became recording secretary of Joint Council 41 in December 1972. In 1973 the executive board made him assistant and personal representative to the president of the Council and in 1974 he was elected vice president. He is also recording secretary of the Ohio Conference of Teamsters.

His achievements in Ohio led to his being appointed International General Organizer of the International Brotherhood of Teamsters.

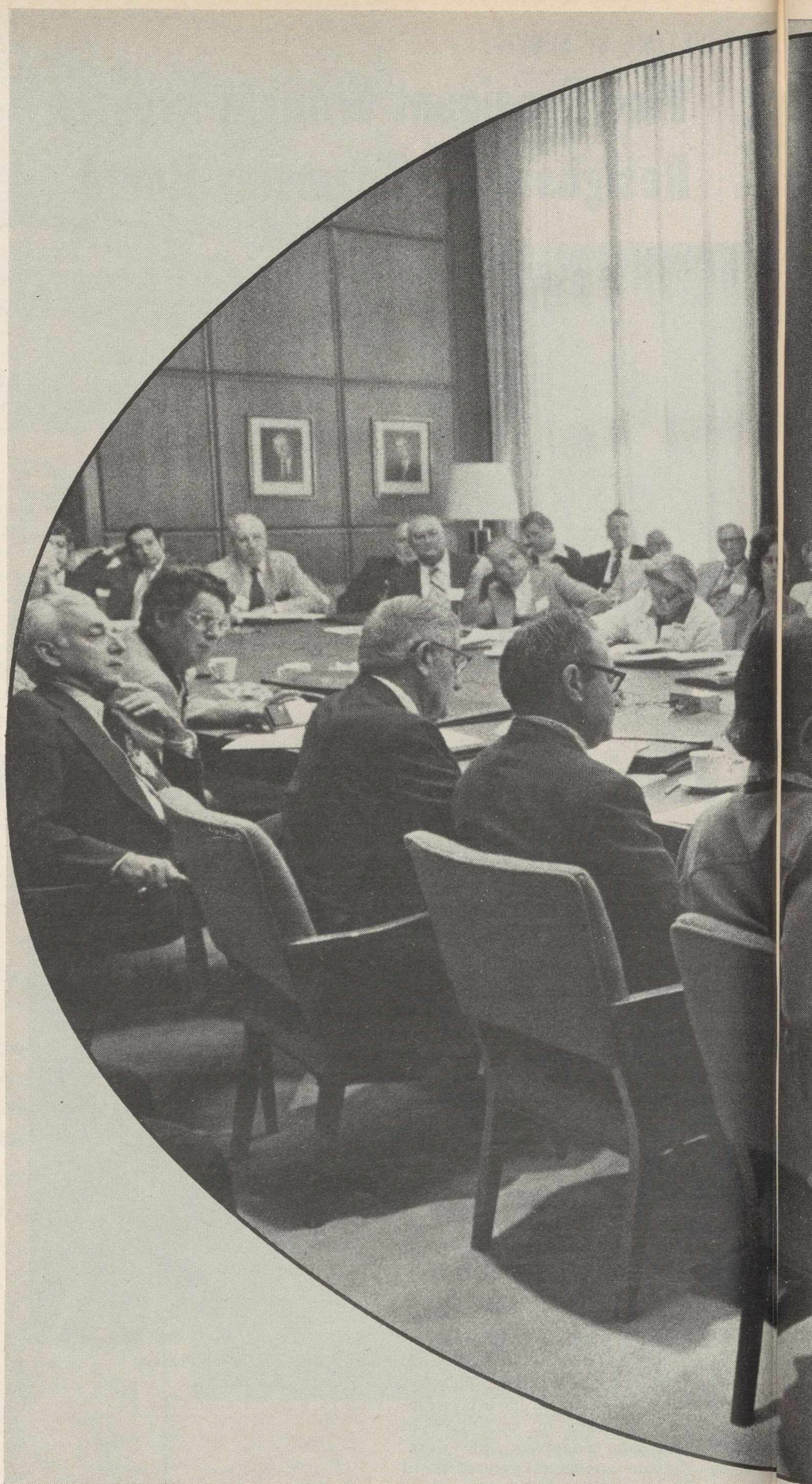
On October 7, 1976, International Brotherhood of Teamsters President Frank E. Fitzsimmons nominated Jackie Presser to be Sixteenth Vice President of the International Union and the general executive board unanimously elected him to the post.

Under Jackie Presser's leadership, the Teamsters in Cleveland has moved into many areas of civic and social concerns. Among these is the Teamster Retiree Program that he initially established in Ohio.

Jackie Presser's family includes his wife, Carmen and four children.

Teamster
Communication
Network

Teamster Editors Meet to Innovate New Program



FOLLOWING a call from Teamsters General President Frank E. Fitzsimmons, editors of Teamster publications from across the country gathered in Washington, D.C. September 8, to discuss innovations in the International Union's communications system.

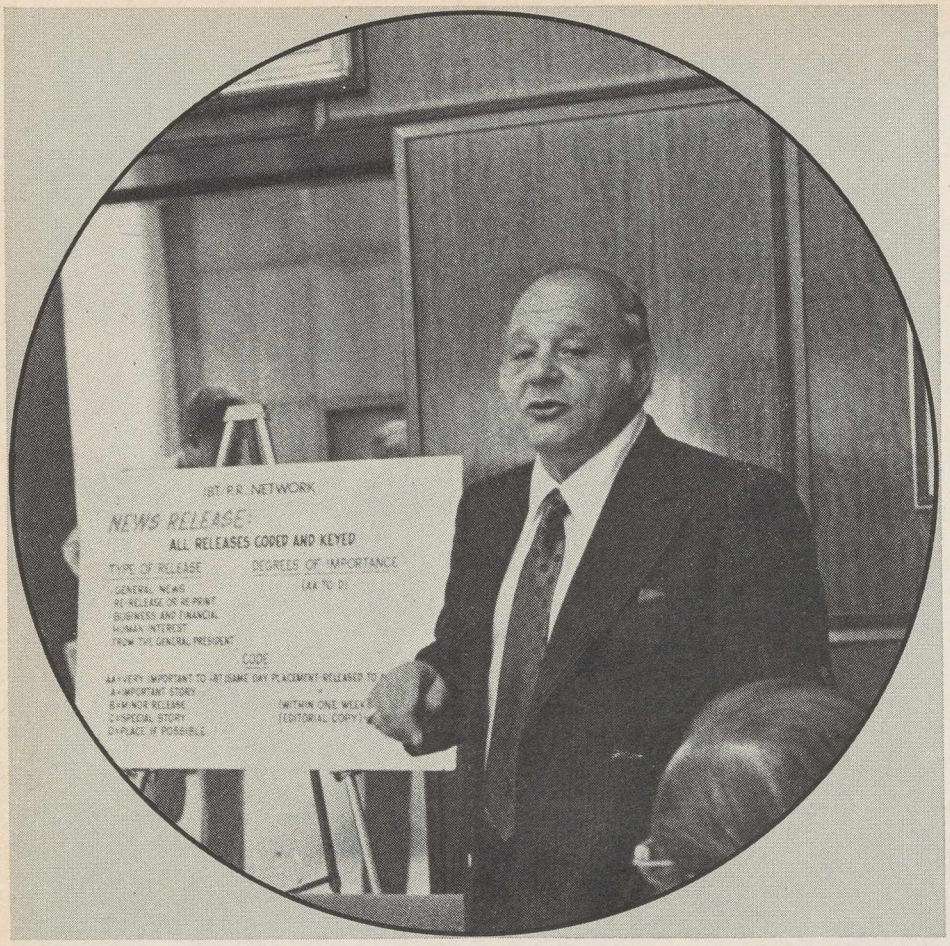
Implemented at the meeting was the first phase of a new Teamster program, initially described at a Chicago meeting last March, to make local union publications and *The International Teamster* more responsive to the needs of the membership.

The purpose of the meeting was threefold: To help the local unions effectively utilize the International Union's resources for story material; to foster an understanding of DRIVE's (Democrat-Republican-Independent Voter Education Committee) importance to each member's life and implement a concerted program of cooperation with and participation in DRIVE; and to encourage programs involving Teamster retirees in union activities. The DRIVE and retiree programs both were endorsed by delegates to the International Union's recent convention.

The meeting was addressed by President Fitzsimmons and chaired by IBT General Organizer Jackie Presser, who was appointed by Fitzsimmons at the last general executive board meeting to oversee implementation of the new program.

Editors were advised of many new tools being made available to help them do their job, including a revamped Teamster news service. This was seen as a key way of helping editors coordinate





Teamster General Organizer Jackie Presser explains new program of communications between Teamster publications at Teamster Editors' meeting in Washington, D.C. Presser recently was appointed an International Union vice president on the general executive board.

their news with the International Union, keep them abreast of events, and make them aware of statements of the General President, political legislation and public interest information.

The new approach also will attempt to combat the onslaught of allegations, accusations and innuendo being disseminated by the national media against the Teamsters.

"There is a well-organized network out there hell-bent trying to destroy this union," Presser said. "The only advantage more than two million Teamsters have is their common cause. They are all Teamsters!" And this is a powerful collective voice that can and should be heard.

Teamster publications are becoming extremely important vehicles as attacks increase, he noted, for providing an alternate source of information. Teamster papers can present the true facts on a given situation, rather than the one-sided version which often appears in the media.

To do this successfully, the IBT wants the locals to make effective use of its various departments in their information gathering.

The Department of Legislation and Political Education is a case in point. "Negotiating wages, hours and working conditions in these days is not enough," the department's director David Sweeney told those at the meeting. We also have to sell the value of effective political legislation locally and on the national level.

"One of every nine union members is a Teamster," Sweeney said. "And one in every 100 Americans is a member of this International Union." The concerns of those people vary widely and must be weighed and defended by this department. In sheer numbers, they represent a powerful political force.

"Even small businesses have Teamster members; if they lose their jobs, the IBT loses members," Sweeney added. "The IBT tries to make an objective decision as to which decision benefits the membership (on an issue). We've developed a reputation for presenting competent witnesses, who know what they are doing."

DRIVE's importance to labor was strongly emphasized at the meeting—not only in raising dollars for labor candidates but to ensure that labor's voice is heard on important issues. "The name of the game is politics; politics has always played a very important part in the organization," Presser told those present.

Legislation affects virtually every aspect of a Teamster's life, from his social security deductions, to conditions on the job site, to whether he even has a job. Labor's role is to present the needs and desires of its members to the legislators and hopefully sway their judgments on key votes.

A unified approach on issues relevant to the Teamsters, be it an editorial in a local union's publication, or lobbying in the state or national legislature, has one aim, and is one of the most powerful tools unionists have, Sweeney added.

If DRIVE's impact can be strengthened by focusing members' attention on why an issue is important, and what they should do, then opinions can be swayed in labor's favor, to their benefit.

It's hard for a legislator to ignore a voting block of 2.5 million Americans, Sweeney noted, but when he's a representative from a small Indiana or Nebraska district and is receiving thousands of pieces of mail from his constituents on a specific issue, a vote against labor becomes impossible. "Letters from joint councils, locals and individual members" can do more to "marshal the forces" than any other action, he added.

The Teamsters can make their impact felt on *every* major issue if they harness their potential and inform the membership about the issues. That is a primary objective of this new communications approach.

A third program which will receive wider magazine attention is the development of a program to harness the talents of our retired Teamsters and their families, as an active force *for* the International Union.

This program, endorsed by the delegates to the recent International Union convention, will encourage our senior citizens, who have lived their lives serving this union to use their *Senior Power*. They can attend meetings of PROD and answer questions about the IBT in a way no outsider could, for they are receiving those benefits and know what they mean.

They can discuss the advantages of Teamster membership at the local level, run voter registration campaigns and organizing drives for DRIVE, and work at many other activities useful to the IBT and their fellow unionists. It will give our retirees a meaningful pastime and benefit the International Union greatly.

Together these new programs and an updated communications approach can do much to make the Teamsters Union better understood by members and opponents alike.

A Teamster Commentary

Deregulation Ill-Advised

ONE OF THE most hotly contested issues in the new Congress which sits in January, 1977, will be deregulation of the trucking industry and other modes of transportation.

The International Brotherhood of Teamsters has taken an unalterable stand against deregulation of the trucking industry, calling it a move which establish cut-throat competition, a proposal which will deteriorate the most efficient trucking system in the world and which will deprive smaller communities of this vital service.

While deregulation of the trucking industry has been argued back and forth for some time, recent substantive studies have come forth which support the Teamster position.

A recent example is a report entitled "Revitalization of Small Communities: Transportation Options," prepared by the Technology Assessment Group of George Washington University, Washington, D.C., under a Department of Transportation Contract (No. DOT-OS-30122). It is the second and final report of a two-year study of long-range trends affecting small towns.

This study surprised researchers who generally expected to find that service was poor in small towns. Said the report:

"Visits to small towns (fewer than 50,000 people) indicated otherwise. Truck service was expressed as being acceptable" the report said, and criticisms were generally centered on rail service in small communities.

According to the report, "those interviewed indicated a preference for regulation as a safeguard against loss of rail, air and truck service."

A fervent criticism of deregulation of trucking by the Teamsters is that after cut-throat competition is established, wages, hours and conditions of trucking employees will be the first to suffer as carriers strive to meet competition.

Late in October, there was a softening of the Ford Administration stand on deregulation of trucking, expressed by Secretary of Transportation William T. Coleman, Jr. Speaking to top officials of the American Trucking Associations, Coleman assured regulated truckers that the Administration will modify a section of its regulatory reform bill. He told the ATA executive committee that the present Administration bill, introduced in the last Congress will not be reintroduced in its present form.

"After hearing all the debates," Coleman said, "I felt that it should be revised, and if I hadn't felt that way, President Ford certainly made it clear that that's the way he feels."

The Secretary said the new bill would still ease some current restrictions that keep new trucking firms from entering business. But, he added, "I pledge to you I do not intend to sponsor any legislation which would unfairly or unreasonably affect your certificates."

That was welcome news to the Teamsters, who will still keep a watchful eye on any legislation introduced in the new Congress.

Teamsters do not take stand against deregulation from a negative stance. When the trucking industry went to the last Congress for an increase in weight limits to increase productivity, Teamsters went along, asking only that safety precautions be built into the bill. The International Union is still pursuing the safety measures, such as replacement of the fifth wheel to insure that front tires are not overloaded.

Nor are Teamsters unalterably opposed to reorganization of the national bureaucracy, where it will result in more efficiency in government. Yet, this must be orderly and pre-proven before adoption.

As more and more studies come in and as the Department of Transportation pays more and more attention to arguments against deregulation of trucking—from management, the Teamsters and independent study groups—deregulation proves to be ill-advised.

While overall considerations are important, the bottom line is that the Teamsters will not support any proposal which threatens the wages, hours and conditions of its 400,000 members who depend upon trucking for their daily bread.

STATE OF THE UNION

WHEN WORKERS GO UNION

They Turn To The Teamsters In Ever Growing Numbers

TEAMSTER local unions continue their winning ways in representation elections conducted by the National Labor Relations Board.

• A pair of ballots were won by Teamster Local 340 in South Portland, Me., according to Lucien Boutin, secretary-treasurer.

One victory involved 44 drivers, warehousemen and meatcutters employed by Cummings Bros., a food distributor operating out of Portland and Biddeford, Me.

The other win was at ACME-Dunham, an industrial building supply distributor in Bangor, Me., where 17 drivers and warehousemen are employed.

Boutin said the Cummings success was a joint effort between the Teamsters and the local Meatcutters union.

• In Somerset, Ky., a unit of 10 drivers employed by Southern Belle Dairy Co., Inc., voted overwhelmingly for representation by Teamster Local 783 of Louisville, Ky., according to Howard Haynes, secretary-treasurer of the union.

• Teamster Local 199 of La Crosse, Wis., won an unusual unit at Onalaska, Wis., where a strong majority of 118 workers employed by Empire Silk Screen Co., Inc., picked the Teamsters, according to Elmer Seebold, secretary-treasurer. The firm makes decals.

• Another victory was scored recently in South Carolina by Teamster Local 28 of Taylors. Frank Wood, secretary-treasurer, said 45 drivers, loaders, shuttlers, mechanics and utility men employed by Old Dominion Freight Line voted for the union. The company hauls milk to the Colonial Stores chain in five southeastern states.

• Some 55 employees of a parts and body shop, Neely Coble Co., in Nashville, Tenn., voted in favor of Teamster Local 327, according to William Ellis, president of the union. The unit includes mechanics and helpers, warehousemen and clerical workers as well as related job categories.

• Drivers, warehousemen and cutters employed by Farmers Pride, Inc., a poultry supplier in Pittsburgh, Pa., voted for Teamster Local 249, according to Charles Byrnes, business representative of the local union.

• Teamster Local 592 in Richmond, Va., won an election at Diamond Hill Plywood Co., in that city. The bargaining unit at the wood-related products firm includes drivers, warehousemen and leadmen, according to Bobby Hunt, secretary-treasurer.

• Clerical workers employed at Pony Truck Lines, Inc., in Cornwells Heights, Pa., voted for representation by Teamster Local 161 of Philadelphia, Pa., according to Robert Romano, secretary-treasurer.

Local 161 also won a representation victory at Tose, Inc., where clerical workers employed by the motor freight company picked the union as its spokesman.

• Office workers employed at Pennington's, Inc., a wholesale distributor of beer, candy and tobacco in Great Falls, Mont., voted unanimously for representation by Teamster Local 45, according to Richard Ferderer, business representative.

• Teamster Local 830 of Philadelphia, Pa., won a unit of clerical workers in a ballot at Burns Beverage Co., Inc., a beer distributor in Pennsauken, N.J., according to Gordon Grubb, secretary-treasurer.

• In Chillicothe, Ill., Teamster Local 627 of Peoria, Ill., won a unit of 30 welders, lathe operators, machinists and other employees, including truck drivers, at Chillicothe Metal Co., a manufacturer of tractor parts and metal fabrication, according to Charles Gauwitz, Local 627 business representative. The employees already have ratified their first contract overwhelmingly.

• Teamster Local 777 of Chicago, Ill., has brought employees of three companies into the fold, according to Joseph Glimco, president of the union.

A dozen workers employed by Spurgeon Mercantile Co., a consolidating freight station, voted for the union. A strike of seven workers at A-1 Spring Enameling and Japanning Co., won recognition for the union.

Finally, a card check by the Illinois Department of Labor at American Tree resulted in Local 777 being certified as the bargaining agent for 20 employees.

• Truck drivers employed by Phototron Corp., of San Jose, Calif., voted for representation by Teamster Local 296, according to Dave Torre, business representative.

IOWA RETIREE LAUDS FITZ FUND DEFENSE

Dear Bro. Fitzsimmons:

We wish to express our complete confidence in your leadership and assure you of our unqualified support in your efforts to protect our pension plan from the unwarranted attack by the politically motivated agencies of our government and the news media. Adversity has always been the mother of unity in the ranks of the true Teamsters. We have all been down this same old road before.

Fraternally,
Patrick S. O'Leary,
President, Local 238
Retirees Club,
Cedar Rapids, Ia.

SAM BROWN IS CANADIAN SAFETY HEAD

Sam H. Brown has been named coordinator of safety and health for the Canadian Conference of Teamsters.

IBT Vice President E. M. Lawson, director of the conference, appointed Brown to the position. Brown also is research director for the conference.

Other area conference safety-health coordinators are: Warren Morse, Western; W. C. Smith, Southern; Michael Markowitz, Eastern, and the Central Conference post is temporarily vacant.

OHIO TEAMSTERS PLAN COMPLEX FOR ELDERLY

The Ohio Conference of Teamsters has made application to the U.S. Department of Housing and Urban Development (HUD) for a $7.5 million grant to construct a senior citizens complex in Summit County.

Jackie Presser, vice president of Teamster Joint Council 41, said the money would be used to build 500 apartments of which half would be occupied by the elderly and the remainder occupied by the semi-dependent.

TEAMSTERS' SAFETY DIRECTOR NAMED TO U.S. METRIC BOARD

R. V. Durham, director of the Teamsters Occupational Safety and Health Department, was named recently to become a member of the newly formed United States Metric Board, following an appointment by President Gerald Ford. The nomination is subject to Senate confirmation.



R. V. Durham

The Board was established by legislation signed by the President last December, the Metric Conversion Act of 1975. The Act states that it is the policy of the United States ". . . to coordinate and plan the increasing use of the metric system in the United States and to establish a United States Metric Board to coordinate the voluntary conversion to the metric system."

The Board appointments mark the beginning of a national program to increase use of the metric system of measurement, currently used by virtually all other major countries except the United States.

The legislation approved acceptance of meters, liters and grams as the nation's "predominant but not exclusive" system of measurement and urged voluntary conversion to its general use by industry and the nation within the next 10 years.

As a member of the 17-member panel, Durham will help devise planning steps, coordination and public education programs to implement the system.

The safety director has headed the International Union department since it was established in October, 1973 by the general executive board. He will be an asset on the board in that he can explain many of the problems labor may encounter in a metric switchover.

TEAMSTER IS TOP DRIVER DESPITE SEVERE HANDICAP

ONE of the most unusual Teamster drivers in the International Union is Richard DeFord, a member of Local 36 in San Diego, Calif.

DeFord is unusual because he has overcome the severe handicap of being a bilateral amputee and steers his equipment with mechanical hands.

So far as DeFord knows, he is the only bilateral amputee ever to qualify for a Class I license in California.

It wasn't easy to get the permit, but with the help of John Lyons, president of Local 36, and John Relph, secretary-treasurer of Teamster Local 542, he succeeded in getting a chance to try the exam and passed with a score of 97 on driving skills.

DeFord now is employed by Conrock. Since earning his license nearly a year ago he has been pushing 10-wheelers, bottom dumps, doubles, trailers and anything else with wheels.

His only limitations, according to California regulations, are that he cannot drive a bus nor can he pilot a truck with corrosives or explosives aboard.

The Teamster lost his hands in an accident at the age of 13. Upon growing older, he had a great desire to become a truck driver, took training, and made the grade.

DeFord has learned to live with his handicap but does not lean on it. As he put it: "I'm not looking for any special treatment from an employer. But I want the chance to prove my ability as a truck driver."

John Lyons, who calls DeFord's story a source of inspiration to someone else who may feel they have problems, says DeFord is doing just great.

CHARTER MEMBER RECEIVES HONOR

C. E. Bramble, one of the founders of Teamster Local 453 in Cumberland, Md., and now retired, recently was presented with an inscribed watch in recognition of his long-time service to the union.

Bramble held the presidency for 40 consecutive years. The watch inscription reads: "In appreciation of 40 years' service, Teamster Local 453."

TEAMSTER EXPERTS



Members of Teamster Local 820 in New York City participated as a team in the 4th International Armored Car matches as employees of Brinks. They shot against employees of three other armored car companies. Left to right are: Bill Fisher, Richard Florio, Tony De Nardo, Mike Solomon and W. P. Kelly.

LIKE OLD MAN RIVER

Central States Pension

NEWS MEDIA would have you believe otherwise, but thousands and thousands of Teamsters Union members in the United States and Canada can look forward to retirement with security because of Teamster-negotiated pension programs.

Daily paper and television news reports, however, have dwelt upon but one Teamster pension fund in recent months, bad-mouthing it as a "cesspool of corruption."

The editorial target has been the Central States, Southeast and Southwest Pension Plan. It is more commonly referred to as the Central States Pension Plan.

Reporters and commentators would have Teamsters Union members everywhere believe that administrators of the Central States Pension Plan:

—Have looted all the money, leaving none for pension benefits.

—Have enriched themselves at the expense of the membership by a complete breach of trust.

—Funneled all the money into Las Vegas hotels and casinos.

—Summarily disqualified pension applicants for retirement.

Nothing could be further from the truth.

The Central States Pension Plan is in sound financial condition. It is more than able to meet the monthly pension benefits for retirees. The monthly payout to more than 68,000 former members receiving pensions now hovers at over the $20-million-per-month mark. That amounts to nearly a quarter billion dollars annually.

The Central States Pension Plan has been investigated repeatedly during the past 15 years in spite of regular reports to the government on its transactions as required by law.

Annual reports are filed with the U.S. Department of Labor by the Central States Pension Plan to meet the reporting requirements of the Landrum-Griffin Act.

In addition, the fund must qualify for tax exempt status under the rules of the Internal Revenue Service. The significance of this point is that the IRS, too, studies the fund. It means further that employers do not pay tax on contributions they make on an employee's behalf, and the employee does not pay tax until he begins drawing benefits.

More than $1.25 billion has been paid out in benefits since 1959 when the Central States Pension Plan began sending checks to retired Teamsters.

Where did all that money come from? Well, the funds to pay a retired Teamster his pension are generated by a collective bargaining agreement between the union and the employers.

Employers currently are paying $25 per week per employee into the Central States Pension Plan, because of the terms of the negotiated contract. In 1977, the contribution will increase to $28 a week and a year later it will go to $31 every seven days. The Teamsters Union member employed by a contributing company does not have to pay into the fund.

Employer contributions to the Central States Pension Plan are forwarded to a bank where the collected monies are placed under the administration of the fund's trustees—eight from management and eight from the union. The trustees invest the monies upon the recommendations of investment experts.

Because of this approach—a normal procedure in American business—the Central States Pension Plan has remained financially sound.

The record of investments and return on those investments of the fund compares favorably with or better than other pension programs. In fact, its record of investments, in many cases, is better than that of leading banks and insurance companies.

News media imply that the Central States Pension Fund invests its cash only in the hotels and casinos of Las Vegas, Nev.

Teamster pension fund money *does* help finance such structures in Las Vegas. So does cash from the largest banks and insurance companies in America.

Any single businessman in America would be ecstatic to own just a 50-foot frontage between Caesar's Palace and the Aladdin Hotel; he would be a multi-millionaire.

Likewise, Teamster investments also are made elsewhere on the American business scene, just as are investments by the major financial institutions in the country.

Like big business, the Central States Pension Fund reaps a handsome return on its Nevada investment. The fund trus-

Just Keeps Rolling Along

tees decline to pull out of the desert bonanza simply because news media set a double standard which criticizes the Teamsters but remains mum on banking and insurance investments in Las Vegas.

As with any pension program—like Social Security, for instance—an applicant to the Central States Pension Plan must meet certain actuarial requirements of funding and service.

Currently, under the Central States Pension Plan an applicant must have 20 years' service in the industry covered by the program.

For early retirement, an employee must have 20 years of service and must have reached the age of 50. He then draws a pension of $210 for life.

A Teamster with 20 years of service may retire at age 57, and draw a monthly pension of $450 per month for life. Or, a Teamster with 20 years of service may retire at age 60 and receive a pension of $550 monthly for life.

There are provisions for disability retirement at earlier ages and there are provisions for survivors' benefits.

And, a Teamster exercising either the age 57 or age 60 retirement, in addition to his pension, receives complete hospital and medical insurance for himself and his wife until he reaches age 65 when he qualifies for Medicare.

Currently, the Central States Pension Plan has reciprocity agreements with more than 100 other pension plans, meaning that a worker covered under another Teamster pension plan can change jobs and transfer previously earned pension credits into the Central States Pension Plan, so that he does not lose his pension or have to begin all over again.

A glance at some examples from the records of the Central States Pension Plan for payouts of benefits on September 1, 1976, will show checks totaling:

- **$2,025,851 going every month to 7,243 retirees from 11 different Teamster local unions in Detroit, Mich.**
- **$1,628,672 going every month to 5,935 retirees from 11 different Teamster local unions in St. Louis, Mo.**
- **$800,227 going every month to 2,881 retirees from 12 different Teamster local unions in Cleveland, O.**
- **$708,662 going every month to 2,453 retirees from 8 different Teamster local unions in Kansas City, Mo.**
- **$381,393 going every month to 1,701 retirees from 14 different Teamster local unions in Chicago, Ill.**
- **$357,776 going every month to 1,139 retirees from 2 different Teamster local unions in Dallas, Tex.**

More than 92 per cent of all applicants for a pension from the Central States Pension Plan qualify and receive monthly benefits. This means that approximately 92 of every 100 applicants are able to meet the requirements in terms of years of service and funding.

Reckless news reporting that creates doubt and suspicion among participants in Teamster pension programs cannot stand up to the performance of the Central States Pension Plan.

The money is there.

The pensions are being paid.

The program is solvent and considered one of the strongest in America.

Furthermore, the benefits received by the nearly 70,000 retirees on the Central States Pension Plan not only make it possible for the pensioners to "pay their own way"—rather than being wards of the community—but also make a healthy contribution to the economies of the areas in which they live.

Without exception, every Teamster retiree receiving benefits under the Central States Pension Plan is pleased with his monthly check.

Frequently, retired drivers take the time to write a letter to General President Fitzsimmons expressing their pride in the union and appreciation for the continuing benefits after years of good wages, hours and working conditions when they were active.

IBT Scholarship Application Due

Applications for the 1976-1977 college scholarships are being accepted and should be submitted no later than November 30, 1976.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1977:

***Parents' Confidential Statement:* By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Parents' Confidential Statement to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1977 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of four weeks.**

***Test Scores:* All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.**

The tests may be taken during the applicant's junior or senior year but not later than November 20, 1976 for the American College Test and no later than January 22, 1977 for the Scholastic Aptitude Test. The registration closing dates for these two tests are October 25, 1976 and December 17, 1976 respectively. Applicants who choose to take the American College Test on February 5, 1977 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1977. No extensions to the Scholarship Fund deadline of February 28, 1977 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

***Academic Record:* This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.**

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1977. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1977. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1976-1977 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his Local Union for the twelve months preceding the application deadline of November 30, 1976. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1976 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1976 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1976-1977 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1976. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   LAST (Do not include Jr., II or III with your last name)

   ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐ ☐
   FIRST (Use your given name, not a nickname) MIDDLE INITIAL

   Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

	Name	City, State
First choice		
Second choice		

11. Full name of Teamster parent _____
(please print)

Relationship (please check)

____ a. Father
____ b. Mother
____ c. Step-father*
____ d. Step-mother*
____ e. Guardian*
____ f. Other—specify relationship:* _____

Name and address of employer:

_____

_____

_____

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed _____ Date _____
Teamster member

Signed _____ Date _____
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

_____
Signed—Teamster member

Subscribed and sworn to before me this _____ day of _____, 1976 in the City (County) of _____ in the State of _____.

Seal

_____
(Notary Public)

My commission expires _____

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number _____

Address _____

15. Area Conference Affiliation (check one):

☐ Canadian ☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * _____, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1976.

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement.

c. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. ____ since _____ after depositing his withdrawal card which was taken on
date after 11-30-1975

_____, and that during the twelve consecutive months prior to his withdrawal he was not an
date

officer or employee of this Local Union and was not suspended from membership.

e. ____ since _____ after his transfer from Local Union _____. Forward this application
date after 11-30-1975 number

to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

_____

_____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

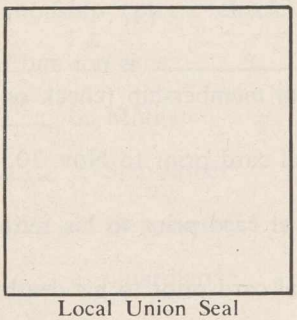
If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19___ until his transfer on _____, 19___.

21. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

20. 
Local Union Seal

_____
date

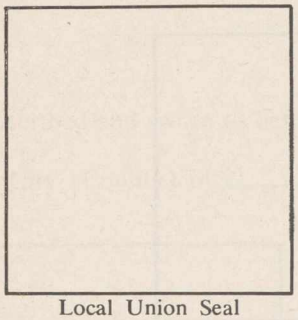
If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19___ until his transfer on _____, 19___.

24. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

23. 
Local Union Seal

_____
date

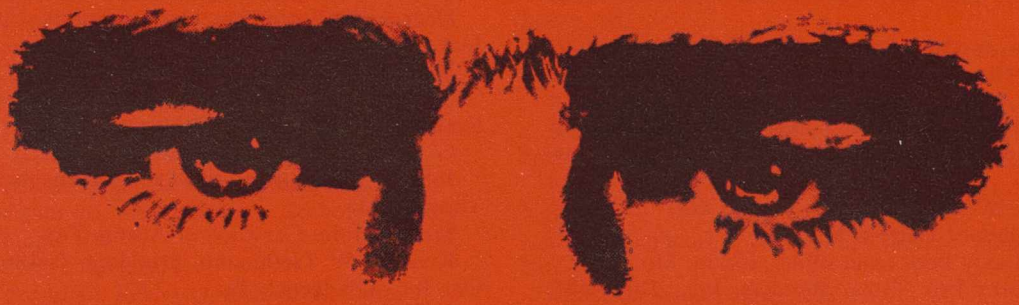
* * * * * * * * * * * * * * * * * * * *

ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE FORWARD THIS APPLICATION DIRECTLY TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

Know Thy

'RIGHT-TO-WORK'

(COMPULSORY OPEN SHOP)



Enemies

LITERATURE DISTRIBUTED by the National Right to Work Legal Defense Foundation, Inc., clearly identifies its officers and advisers devoted to destroying organized labor.

From its headquarters in Fairfax, Va., the RTW organization is led by Reed Larson, president, and 12 trustees. Some of the trustees are also officers and are:

Whiteford Blakeney, a lawyer from Charlotte, N.C.; John Davenport, a New York City writer; Shelby Cullom Davis, former ambassador to Switzerland and head of a firm in New York City; O.C. Fisher, former congressman; Thomas Harris, president of Management Enterprises, Inc., in Oklahoma City, Okla.; Kenneth Kellar, a lawyer from Lead, S.D.; the Rev. Edward A. Kellar, professor emeritus of the University of Notre Dame; Raymond Losornio of Huntsville, Ala., past president of Local 386 of the National Federation of Federal Employees; Mrs. John Pew, a Dallas, Tex., housewife; Louis Weiss, president of Midland Industries, Inc., in Wichita, Kan., and Dr. Ernest Wilkinson, president emeritus of Brigham Young University.

The National Right to Work Legal Defense Foundation also lists the names of a 150-member advisory council. While they are probably token in terms of contribution to the RTW union-busting campaign, nevertheless, they are equally guilty of attempting to deny collective bargaining rights to wage earners.

They are:

Richard S. Aldrich of New York City.

J. Kenneth Alexander, general manager, W. F. Young, Inc., of Springfield, Mass.

James A. Anderson, president of Thomas Foundries, Inc., Birmingham, Ala.

Ned Arbury, president of A. S. Arbury & Sons, Inc., Midland, Mich.

Kaj Areskoug, assistant professor, New York University.

William Balderston, retired president of Philco Corp., Meadowbrook, Pa.

Edward Ball, chairman of the St. Joe Paper Co., Jacksonville, Fla.

George S. Beard, M.D., medical center, Hartford, Ky.

C. O. Beeler, president, C. O. Beeler Co., Houston, Tex.

Dan Bellucci, Adobe Creek Properties, Inc., Los Altos, Calif.

Ron Bentz, a realty broker, Stayton, Ore.

Louis M. Berger, vice president of Elkay Industries, Inc., Wilkes-Barre, Pa.

James W. Berryman, president, The Stockgrowers State Bank, Ashland, Kan.

Robert L. Bookout, Bookout & Mitchell Supply, Inc., Mercedes, Tex.

Joseph F. Breeze, executive vice president, Ogden (Utah) *Standard Examiner.*



Charles H. Brown, M.D., Cleveland, Ohio.

George R. Brown, Jr., president, Oil Field Rentals, Inc., Fort Worth, Tex.

G. H. Bruns, Jr., president, Systron-Donner Corp., Concord, Calif.

J. Lawrence Buell, Jr., chairman, Formsprag Co., Warren, Mich.

Robert S. Burruss, Jr., State senator, Lynchburg, Va.

Joseph F. Carabetta, Carabetta Enterprises, Inc., Meriden, Conn.

John P. Chase, chairman, John P. Chase, Inc., Boston, Mass.

Yau Pik Chau, professor, Mansfield State College, Mansfield, Pa.

H. E. Chiles, The Western Co., Fort Worth, Tex.

William Reeve Clark of Detroit, Mich.

Paul Cochran, Moody Books and Bibles, Eldon, Mo.

G. Ray Coker, president, Coker Builders, Inc., Turbeville, S.C.

Ohas F. Cole of Richmond, Va.

Marguerite S. Cooper of Mooristown, N.J.

E. S. Cortlett III, lawyer, Miami, Fla.

Winford S. Couch of Royal Oak, Mich.

T. K. Cramer, chairman, Ingress-Plastene, Inc., Crawfordsville, Ind.

Stuart Crawford, president, Crawford Furniture Mfg., Corp., Jamestown, N.Y.

H. F. Davenport, vice president, Illinois Central Railroad, Chicago, Ill.

Alan C. Davis, president, Triton Mfg. Co., Inc., East Haddam, Conn.

Wayne Densch, president, Wayne Densch, Inc., Orlando, Fla.

The Rev. Guy V. Dewhirst, Lakeland, Fla.

Harry Dickinson, president, Vulcan Steel Corp., Birmingham, Ala.

Eugene J. Didlon, vice president, North American Foundry Co., Fort Smith, Ark.

C. R. Dollinger, president, John Dollinger, Jr., Inc., Beaumont, Tex.

E. M. Douthat, president, Locke Stove Co., Kansas City, Mo.

Robert R. Dreibus, president, Aero Alloys, Los Angeles, Calif.

George Dudley, president, Dudley Laundry Co., Norfolk, Neb.

L. W. Ehlers, president, Lou Ehlers Cadillac, Los Angeles, Calif.

Robert Elmore, president, Hardrives Co., Inc., Fort Lauderdale, Fla.

John H. Ericsson, president, S. E. Polymers, Inc., Clare, Mich.

G. Robert Evans, president, Kingsport Press, Kingsport, Tenn.

John D. Ewing, vice president, Shreveport (La.) *Times*.

Robert Fevchter, chairman and president, American Recreation Centers, Inc., Sacramento, Calif.

Louis T. Fike, president and chairman, Super Mold Corp., Lodi, Calif.

Frank Flick, president, Flick-Reedy Corp., Bensenville, Ill.

Esther A. Flury of West Palm Beach, Fla.

George W. Foster, secretary-treasurer, Foster Grading Co., Jackson Center, Pa.

H. Kenneth Foute, president, Drake Mfg., Co., Chicago, Ill.

Clinton E. Frank, executive committee chairman, Clinton E. Frank, Inc., Advertising, Chicago, Ill.

G. Keith Funston of Greenwich, Conn.

John J. Gallagher, president, Gallagher Asphalt Corp., Thornton, Ill.

Mrs. St. John Garwood of Austin, Tex.

Kenneth W. Gethmann, president, Gethmann Construction Co., Inc., Gladbrook, Ia.

L. P. Gilvin, president, Gilvin-Terrill, Inc., Amarillo, Tex.

E. F. Glanz, president, Glanz & Killian Co., Detroit, Mich.

Kenneth M. Gleszer of Stamford, Conn.

John C. Gimmerveen, vice president, AaCron, Inc., Minneapolis, Minn.

J. B. Godshalk, president, Fox Products Co., Philadelphia, Pa.

The Rev. George E. Goodbout, Martins Ferry, Ohio.

E. A. Goodman, Jr., president, Asheville Concrete Materials, Inc., Asheville, N.C.

William J. Grede, chairman, Grede Foundries, Inc., Milwaukee, Wis.

J. M. Haggar, Haggar Slacks, Dallas, Tex.

Hayden K. Hale, president, Florida Construction Co., Inc., Pompano Beach, Fla.

E. W. Hallett, president, Hallett Construction Co., Crosby, Minn.

Russell Halliday, chairman, Halliday Lithograph Corp., West Hanover, Mass.

W. Dow Hamm, petroleum consultant, Dallas, Tex.

Chris Hammond, president, Great Dane Trailers, Inc., Savannah, Ga.

Phil Hansen, M.D., Long Beach, Calif.

Clarence B. Hanson, Jr., of Birmingham, Ala.

W. C. Harding, president-treasurer, Atlantic Carton Corp., Norwich, Conn.

Virgil T. Hartquist, president, Jeffries Processors, Inc., Philadelphia, Pa.

Ben Haskins, Ben Haskins Construction Co., Moore, Okla.

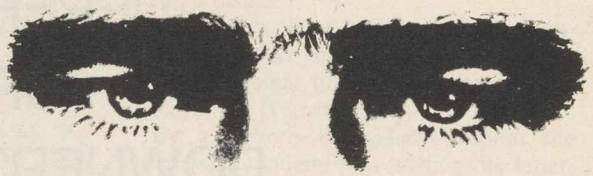
Roy Hatten, president, Modern Cemeteries & Mausoleums, Savannah, Ga.

W. P. Hazelgrove, lawyer, Roanoke, Va.

Philip A. Heaver, president, Eastern Gunite Co., Bala Cynwyd, Pa.

T. E. Hemby, Jr., chairman, Standard Trucking Co., Charlotte, N.C.

F. Guy Henley, Jr., vice president, Coronet Industries, Inc., Dalton, Ga.



Edward M. Henry, chairman, The First National Bank, Fort Myers, Fla.

Jon M. Herman, president, Columbia Precision Industries, Van Nuys, Calif.

John Higgins, vice president, Sheraton Motor Inn, Huntsville, Ala.

The Rev. James Howerzyl of Escondido, Calif.

H. P. Hunnicutt, executive vice president, Pepsi Cola Bottling Co., Princeton, W.Va.

Robert R. Jessup, president, Jessco, Inc., Dowaglac, Mich.

William B. Kean, retired general, Bellair, Fla.

Wesley E. Kelley, D.D.S., Raleigh, N.C.

Russell P. Kramer, lawyer, Denver, Colo.

Martin Lammert III, chairman, Lammerts, St. Louis, Mo.

Philip J. Lee, assistant to the president, Seaboard Coast Line Railroad Co., Tampa, Fla.

George T. Link of Port Crane, N.Y.

R. M. Locke, vice president, RANCO, Columbus, Ohio.

J. Lafe Ludwig, M.D., Los Angeles, Calif.

N. B. McLean, chairman, Edo Corp., College Point, N.J.

J. A. McRae of Houston, Tex.

Edwin A. Morris, chairman, Blue Bell, Inc., Greensboro, N.C.

Karl F. Oerlein of Edgewater, Md.

H. K. Patch, chairman, Crossfield Products Corp., Compton, Calif.

James L. Paxton, Jr., chairman, Paxton-Mitchell Co., Omaha, Neb.

Frances Muir Pomeroy, chairman, North Hollywood Women's Club, North Hollywood, Calif.

C. S. Poole, president, C. S. Poole Contractor, Inc., Tupelo, Miss.

Arthur C. Prine, Jr., vice president, R. R. Donnelley & Sons Co., Chicago, Ill.

Eason G. Pritchard, president, Southern Drug & Mfg., Co., Knoxville, Tenn.

Thomas E. Purky, president, Adams Elevator Equipment Co., Skokie, Ill.

Joseph L. Rawls, Jr., president, Hardee's Food Systems, Inc., Rocky Mount, N.C.

H. W. Reece, president, Reece Construction Co., Inc., Scandia, Kan.

Shirley F. Regendahl of New York City.

F. Ward Reilly, Jr., president, Sherman & Reilly, Inc., Chattanooga, Tenn.

Dr. Ernest G. Reinhold of Palm Beach, Fla.

John W. Rhea, Jr., chairman, Terra Mar Consultants, Dallas, Tex.

William P. Roberts, president, Roberts Oxygen Co., Inc., Rockville, Md.

Williard F. Rockwell, Rockwell Mfg., Co., Pittsburgh, Pa.

Paul K. Rogers, Jr., president, Skinner Precision Industries, Inc., New Britain, Conn.

John T. Rossello, president, Edwards Co., Inc., Norwalk, Conn.

Robert B. Russell, president, Ruscan Construction Co., Charleston, S.C.

Henry W. Sebesta, Jr., lawyer, San Antonio, Tex.

Dr. Harry C. Schnur of Stamford, Conn.

John M. Shank, president, Shank Power Products Co., Inc., St. Paul, Minn.

Jack Simmons, president, Elberta Crate & Box Co., Tallahassee, Fla.

William A. Small, Jr., publisher, Tucson (Ariz.) *Daily Citizen.*

Paul H. Snider, Snider Volkswagen, Sacramento, Calif.

Donald E. Sommer, executive vice president, Master Printers of America, Arlington, Va.

Neil P. Stauffer, president, D. S. Stauffer Biscuit Co., Inc., York, Pa.

R. L. Stephenson, chairman, Clarkson Industries, Inc., New York City.

John Sterner of Miami, Fla.

Williard E. Strain, executive vice president, Strain Poultry Farms, Inc., Dalton, Ga.

John A. Stringer, vice president, Horace T. Potts, Co., Philadelphia, Pa.

Paul Tarnow, Jr., Tarnow Food Delicacies, Inc., Tampa, Fla.

Therese T. Tarvin of Okemah, Okla.

Edward A. Teplow, president, Ward Machine Co., Inc., Brockton, Mass.

Richard L. Thimgan, secretary, Socar, Inc., Florence, S.C.

R. R. Triplette, president, Southern Tool Mfg., Co., Inc., Winston-Salem, N.C.

J. G. Underwood, president, Harsco Corp., Camp Hill, Pa.

H. Stuart Valentine, Jr., general partner, Yarnall-Biddle Co., Philadelphia, Pa.

D. D. Wainscott, president, Lincoln Ag-Products Co., Lincoln, Neb.

R. C. Warren, chairman, Cascade Corp., Portland, Ore.

Kline Weatherford, president, Morton Salt Co., Chicago, Ill.

William W. Weide, vice president, Fleetwood Enterprises, Inc., Riverside, Calif.

C. W. Weise, vice president, Schaub Engineering Co., Downers Grove, Ill.

William H. Weldon, publisher, Jefferson City (Mo.) *News Tribune.*

Norman W. White, president, General Envelope Co., Inc., Braintree, Mass.

Clyde E. Williams, Jr., president, Clyde E. Williams & Assoc., Inc., South Bend, Ind.

Harvin L. Woodfin of Houston, Tex.

W. E. Woodward, president, Flint River Mills, Inc., Tallahassee, Fla.

Arthur D. Yates, president, F. T. Kelly Co., Jacksonville, Fla.

Vernon T. Zignego, president, Zignego Contractors, Inc., Hales Corner, Wis.

UPPER
OR
DOWNER?

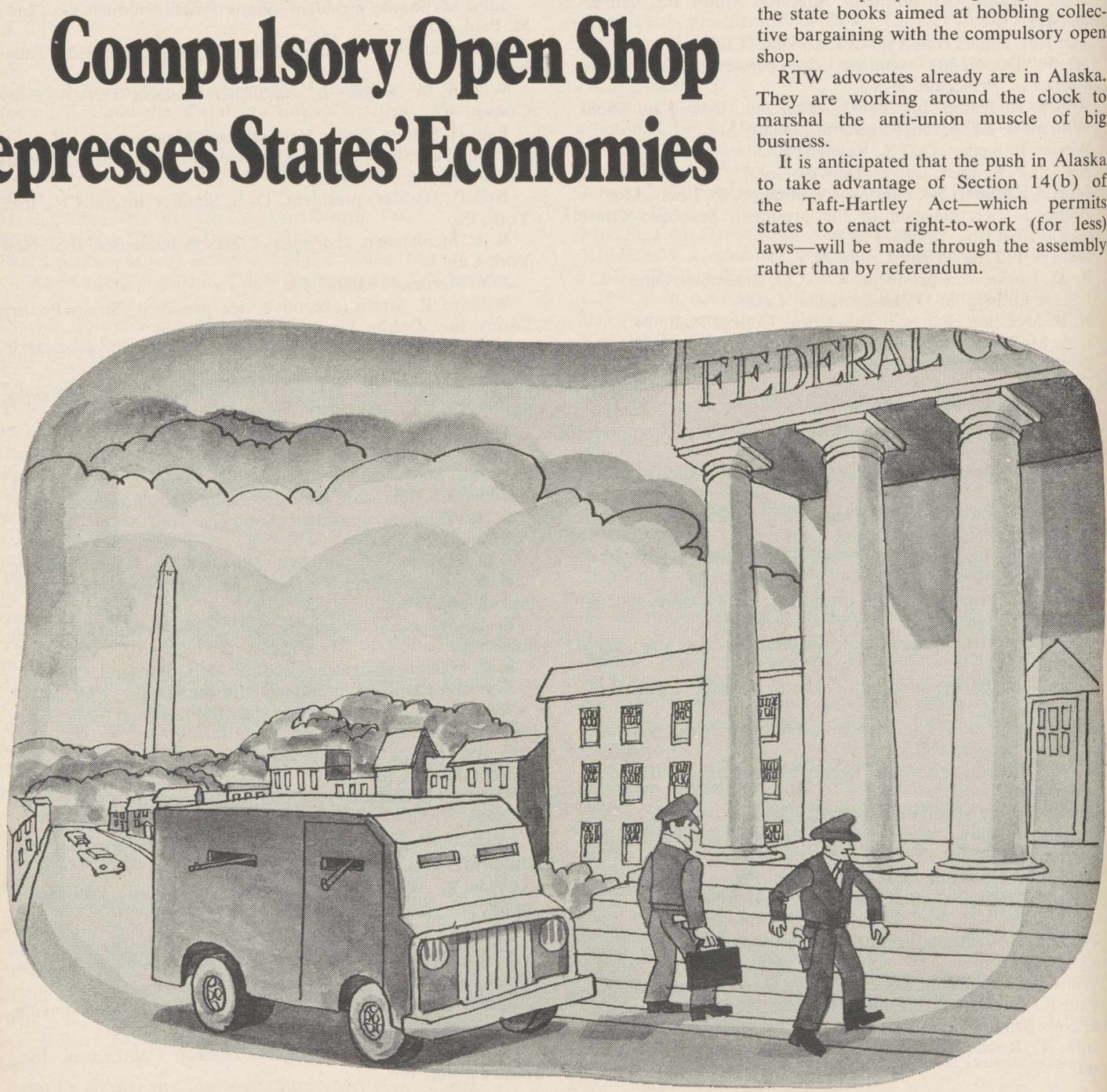
Compulsory Open Shop Depresses States' Economies

THE National Right to Work Committee, dedicated to destroying the labor movement, is continuing its attack on the union shop.

Alaska, in the midst of an oil pipeline boom, now is being eyed by the RTW forces as a prospect for getting a law on the state books aimed at hobbling collective bargaining with the compulsory open shop.

RTW advocates already are in Alaska. They are working around the clock to marshal the anti-union muscle of big business.

It is anticipated that the push in Alaska to take advantage of Section 14(b) of the Taft-Hartley Act—which permits states to enact right-to-work (for less) laws—will be made through the assembly rather than by referendum.



But all is not rosy with the RTW advocates.

For one thing, the economic record of states which have right-to-work laws continues to be a miserable one so far as wages for workers and purchasing power of the citizenry are concerned. Nearly every RTW state is below the national average in per capita annual income.

RTW has been agitating in Missouri for more than a year, trying desperately to win passage of the open-shop in that state. But the campaign has never really caught on.

In Arkansas, the dollar barons pushing RTW have become alarmed at the popular support of wage earners who signed petitions with a rush to get a referendum on the ballot. Teamsters are among those urging Arkansas voters to relegate that state's RTW law to the junkheap.

The only success scored by RTW in recent years has been in Louisiana where the state assembly this summer amended the law to take advantage of Section 14(b). The action promises to drop Louisiana lower than the 44th spot it now holds among the list of the 50 states in terms of per capita income.

Of the 20 states that have RTW laws, nearly all are located in the southland. Only Nevada, with its special gambling economy, has a per capita income average markedly higher than other states. North Dakota and Kansas are barely above the average.

RTW does not confine itself to state legislative activity in its efforts to whip unions from the American scene. It also has a side program of a more individualized nature.

Making pinpoint assaults against unions wherever possible is "The National Right to Work Legal Defense Foundation, Inc." It was established by the National Right to Work Committee in 1968.

The foundation's stated goal is to help workers "whose human and civil rights are being violated under compulsory union membership agreements." In practice, the foundation goes much further.

It seeks out patsys and encourages court suits against unions, paying the legal fees for any worker it has conned into being used.

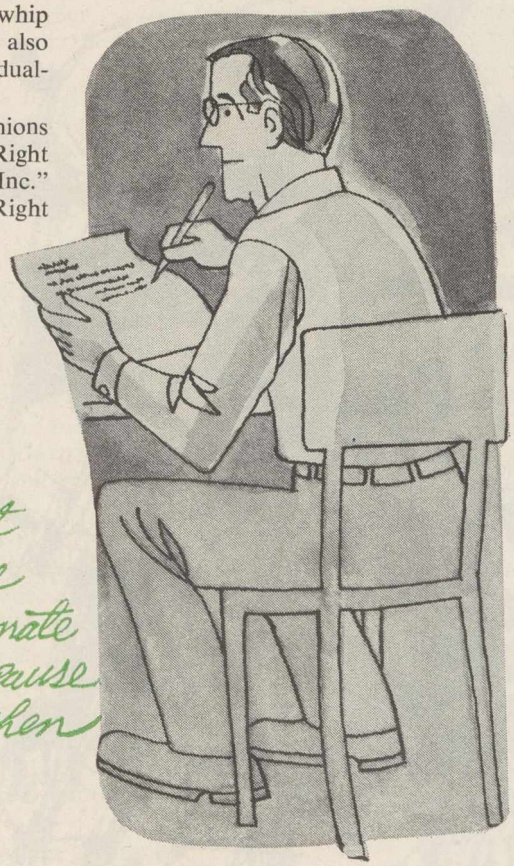
In recent years, the foundation has become outlandishly arrogant to the point of sending computerized letters to union members across the land. The letters ask for money to defend itself against a court suit brought by unions!

Lester A. Duquette, Sr., a retired Teamsters Union member living in Riverside, R.I., received one of those letters recently. It made him so angry that he sat down and wrote an unusually pithy letter to Teamster General President Fitzsimmons.

"I have been a union man for 50 years," wrote Duquette, "and when I read trash like this (foundation letter), I feel like vomiting."

Duquette, a former member of Teamster Local 251 in East Providence, R.I., retired from the highway grind in 1971 and told Fitzsimmons he was enjoying "every minute of every day."

He expressed the hope that the RTW people would be shown up "for the leeches that they are and are put out of business."



"I don't know what gave these creeps the idea that I would donate any money to their cause as I will be happy when they go broke."

The retiree continued:

"I don't know what gave these creeps the idea that I would donate any money to their cause as I will be happy when they go broke."

Duquette's letter to Fitzsimmons concluded: "I wish you good luck in all your efforts to defeat the RTW crums. Thank God for the Teamsters."

By a curious coincidence, about the time that Duquette was writing his letter, the National Right to Work Legal Defense Foundation was utilizing an armored car to conduct a grandstand play in the nation's capital city.

The armored car drama was performed to emphasize the foundation's feelings on a court fight brought against it by nearly a dozen unions two years earlier.

The union litigation, also against the National Right to Work Committee, sought to compel the RTW'ers to disclose the names of the high-rollers that pay all the expenses for their various union-busting efforts.

A federal district judge heard the case and, after denying a motion to dismiss, ordered the RTW'ers to disclose the names of 190 employers making contributions to the committee and foundation.

The RTW'ers appealed the decision to a higher court. The appeals court rejected the move. Then back at the lower court, the judge suggested a way in which the RTW'ers might get the appeals court to take another look at the case. In the meantime, said the judge, bring in the list of cash donors that support the RTW cause.

So the RTW'ers hired an armored car, deposited the list of golden names in the rolling steel cavern on wheels, and rolled it down to the district court.

At the moment, the court is holding the list of names under a protective order prohibiting release of the information.

Meanwhile, the unions which won the fight for organized labor in a fair courtroom presentation are still waiting to learn the names of the rich rascals that have been underwriting the RTW anti-union maneuvering.

"I don't know what gave these creeps the idea that I would donate any money to their cause as I will be happy when they go broke."

"I wish you good luck in all your efforts to defeat the RTW crums."

INTERNATIONAL TEAMSTERS

Major Sponsor of

THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS is a major sponsor of radio broadcasts of college and professional football in 1976.

The two million member union is a co-sponsor on the Mutual Broadcasting Systems and Sports Network of:

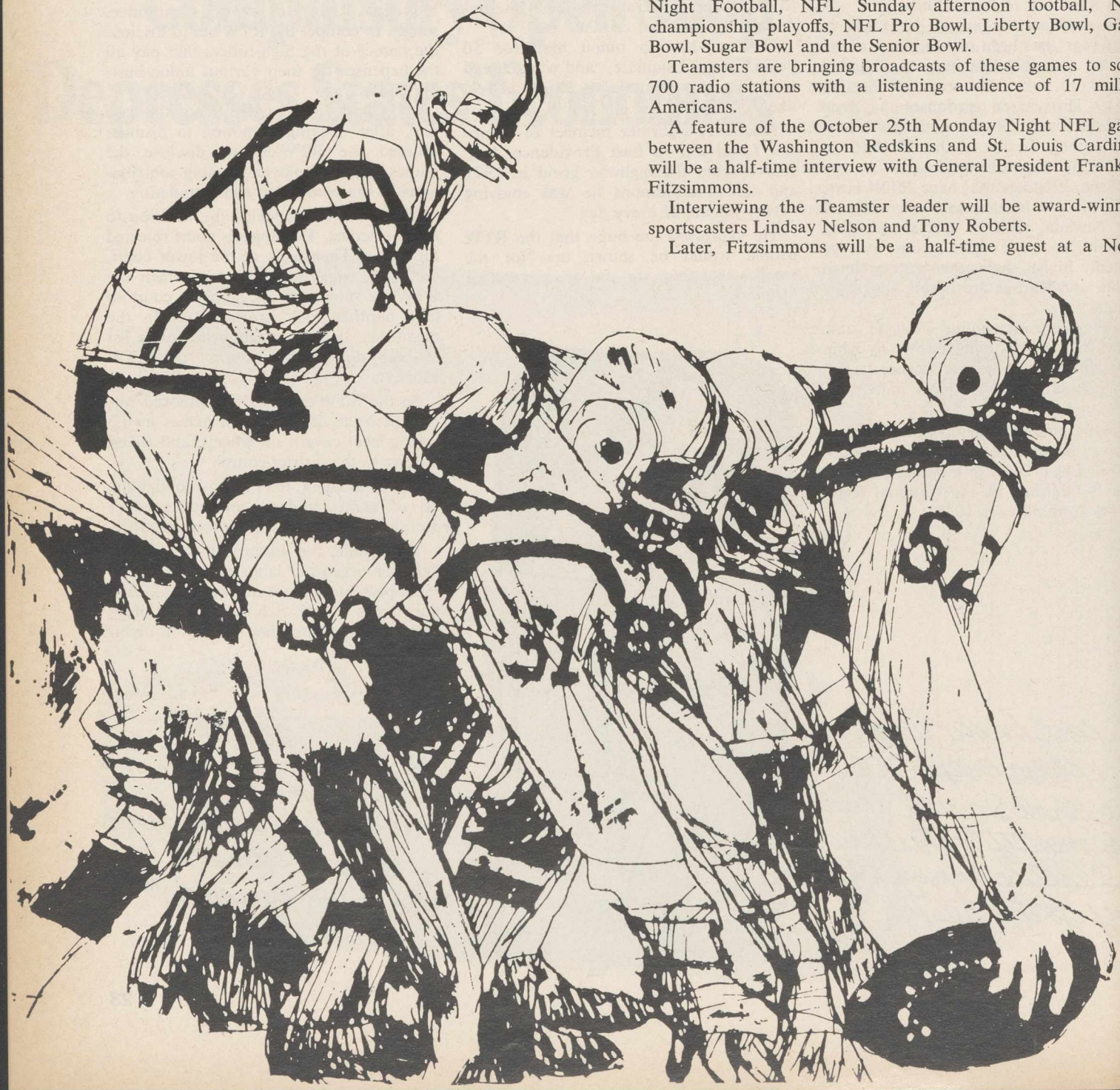
Notre Dame games, NCAA wildcard games, NFL Monday Night Football, NFL Sunday afternoon football, NFL championship playoffs, NFL Pro Bowl, Liberty Bowl, Gator Bowl, Sugar Bowl and the Senior Bowl.

Teamsters are bringing broadcasts of these games to some 700 radio stations with a listening audience of 17 million Americans.

A feature of the October 25th Monday Night NFL game between the Washington Redskins and St. Louis Cardinals will be a half-time interview with General President Frank E. Fitzsimmons.

Interviewing the Teamster leader will be award-winning sportscasters Lindsay Nelson and Tony Roberts.

Later, Fitzsimmons will be a half-time guest at a Notre



of Pro, College Football

Dame game with interviewer Don Criqui—the voice of the Fighting Irish—along with Pat Sheridan and John Morretts.

Joining the Teamster President as a guest of Mutual Broadcasting will be Teamster Secretary-Treasurer Ray Schoessling and general executive board members.

The Teamster message on these broadcasts will be an extension of current Teamster ads in national magazines, the theme of which is "Teamsters Are."

The message directs attention to the many and varied occupations at which Teamsters work. It portrays individuals who never realized Teamsters are: Men and women from educators to truck drivers to lab technicians.

Typical was an ad depicting a small girl who never realized Teamsters are her drivers who take her to school, the nurse who gave her medicine, the stewardess who made her vacation flight memorable, the police officer who protects her family, the TV technician who helps produce her favorite program, and the fireman who prevented a forest fire in a national park.

And the bottom line of the message: "Teamsters . . . A Part of the American Life."

The actual radio commercials will be in series of eight rotating announcements. Two samples are: 1) Stacy's daddy is an auditor . . . her mother is a teacher . . . her brother is a policeman . . . when Stacy grows up she has a great ambition . . . she wants to become a nurse . . . maybe like her family she'll become a member of the Teamsters union . . . joining more than two million Americans in a variety of jobs . . . don't be surprised at all the job classifications Teamsters are . . . chances are that like many, you are not aware of all representations. . . . Oh, by the way, Teamsters are truck drivers!

And 2) Are you a test pilot? . . . interior decorator? . . . telephone repairman? . . . news director? . . . social worker? . . . flight control agent? . . . surveyor? . . . draftsman? . . . lab technician? . . . school teacher? . . . chemist? . . . animal trainer? . . . nurse? . . . policeman? . . . or even an announcer? . . . If you work at one of these occupations there's a good chance that you're one of over two million Americans who belong to the International Brotherhood of Teamsters. . . Aren't the Teamsters just a little bit more than what you thought?

Another message for 17 million listeners tells them of the many humanitarian contributions by Teamster members, local unions, joint councils, area conferences and the International Union. Also cited are charities the IBT sponsors.

An example of radio stations carrying the Teamster message: WMAL-Washington, D. C., WGN-Chicago, WMCA-New York, WJW-Cleveland, WWJ-Detroit, WJAR-Boston, WSM-Nashville, WKAT and WDBF-Miami, KRLD-Dallas, KMOX-St. Louis, KTAR-Phoenix, KIEV-Los Angeles (college), KLAC-Los Angeles (pro), KNEW-San Francisco, KGA-Spokane, KYAK-Anchorage.

Check your local radio log for listings and times.

1976 NOTRE DAME & NCAA WILDCARD GAMES

Saturday		NYT*
October 9	NCAA Wildcard Game	TBA
October 16	Oregon at Notre Dame	2:15 PM
October 23	Notre Dame at South Carolina	1:10 PM
October 30	Notre Dame-Navy at Cleveland	1:10 PM
November 6	Notre Dame at Georgia Tech	1:10 PM
November 13	Alabama at Notre Dame	12:35 PM
November 20	Miami (Florida) at Notre Dame	1:15 PM
November 20	NCAA Wildcard Game	TBA
November 27	NCAA Wildcard Game	
	Army-Navy at Philadelphia	12:40 PM
November 27	Notre Dame at So. California	4:15 PM

1976 NFL SCHEDULE NFL MONDAY NIGHTS

(All broadcasts start at 8:45 PM NYT*)

October 11	San Francisco 49ers at Los Angeles Rams
October 18	New York Jets at New England Patriots
October 25	St. Louis Cardinals at Washington Redskins
November 1	Houston Oilers at Baltimore Colts
November 8	Los Angeles Rams at Cincinnati Bengals
November 15	Buffalo Bills at Dallas Cowboys
November 22	Baltimore Colts at Miami Dolphins
November 29	Minnesota Vikings at San Francisco 49ers
December 6	Cincinnati Bengals at Oakland Raiders

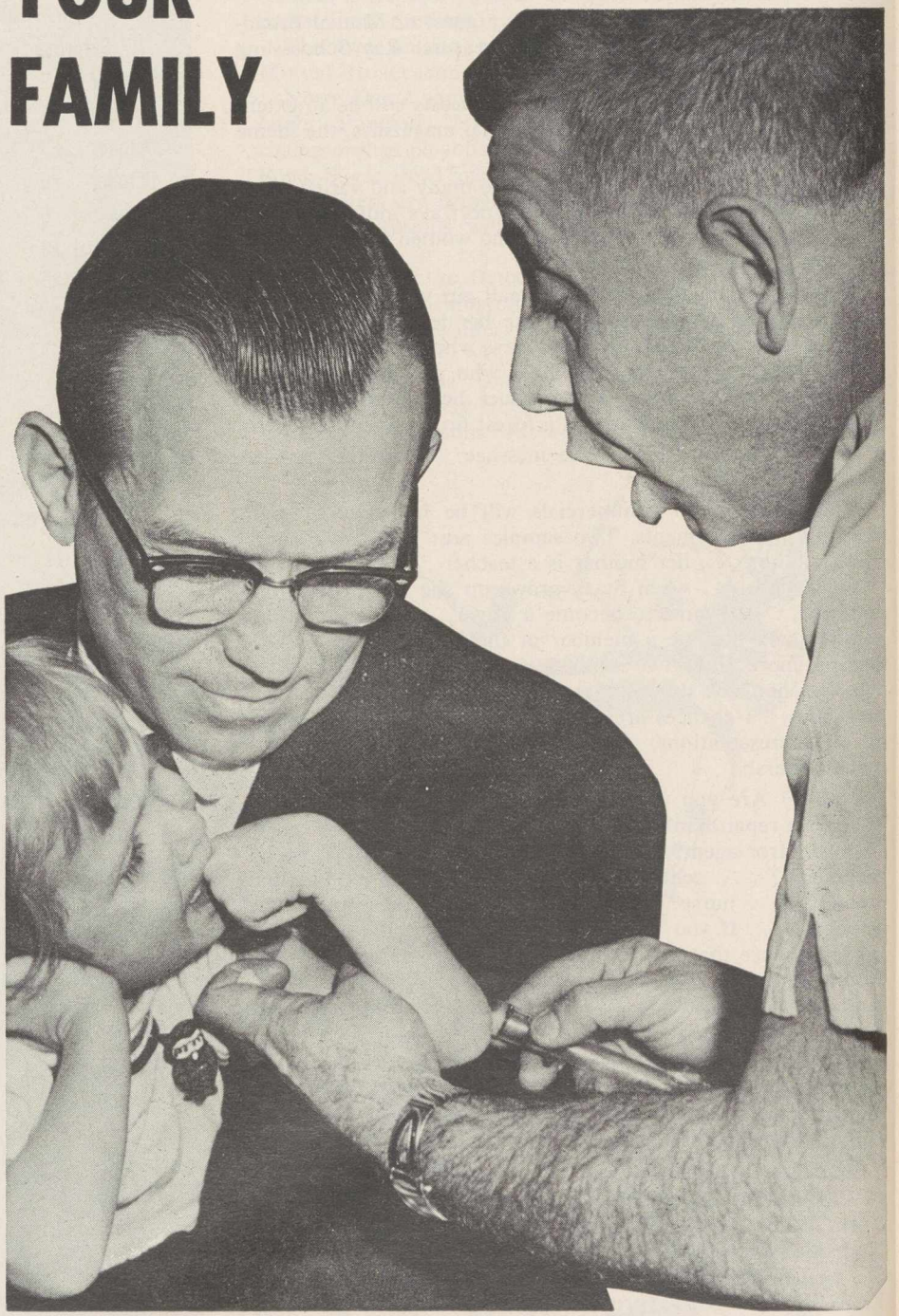
NFL SUNDAY AFTERNOONS

(All broadcasts start at 3:45 PM NYT*)

October 10	Miami Dolphins at Baltimore Colts
October 17	Dallas Cowboys at St. Louis Cardinals
October 24	Cincinnati Bengals at Houston Oilers
October 31	Dalls Cowboys at Washington Redskins
November 7	etroit Lions at Minnesota Vikings
November 14	Miami Dolphins at Pittsburgh Steelers
November 21	Washington Redskins at St. Loius Cardinals
November 28	Pittsburgh Steelers at Cincinnati Bengals
December 5	Buffalo Bills at Miami Dolphins
December 12	Washington Redskins at Dallas Cowboys

* New York Time

WHY YOU SHOULD IMMUNIZE YOUR FAMILY



FEW AMERICANS remember the devastating effects a case of polio once carried. Most of us have never seen a massive epidemic of any kind, although we may remember a 1968-69 influenza scare which was termed an epidemic.

In the early 1960's, polio's threat greatly decreased with the development of the Sabin oral polio vaccine. In 1976, the Center for Disease Control moved to counter another threat—a possible influenza epidemic—by developing a vaccine and seeking to immunize as many Americans as possible against a virulent, possibly deadly, new strain of virus, termed A-New Jersey or Swine Flu, which was first detected in New Jersey at Fort Dix last year.

This virus seems to be the same type that caused a 1918-19 epidemic that took an uncountable toll of lives, and has health experts worried.

The development of successful vaccines, however, is not enough in combatting various ailments, because Americans remain prey to another disease—apathy.

While nobody would wish a crippled, blind, mentally retarded, or physically handicapped life on his child, many parents do so when they become complacent about their children's safety against polio, typhoid fever, smallpox, measles, mumps, swine flu, and a host of other illnesses—all of which are preventable with vaccines.

This apathy has caused the number of children inadequately immunized against these dangers to increase to the point where today between three and five million children lack the immunization they need, out of a total 13 million children between one and four in this country.

Today, immunization has become as simple as going to the doctor's office or public health center to be vaccinated. The swine flu program has moved into fire stations, schools, municipal buildings, anywhere health officials think they can lure people to come for the injections.

Most states have simplified their vaccination process by routinely requiring immunization against common diseases, and providing parents with records on which to record the dates vaccines were received.

As of September, 1975, 43 states (all figures include the District of Columbia) required immunization against polio, 44 against measles, 42 against diphtheria, and 37 against rubella. Some state-sponsored programs, such as Maryland's, closely watch to make sure vaccinations

are made through school records, which must show the dates of immunizations for the child to remain.

Such programs help parents remember when to get immunizations. But families move, records are misplaced, and visiting the doctor sometimes seems a needless expense. So the programs are fallible.

The initiative against swine flu, while voluntary, will encompass all 50 states, and hopes to reach most Americans through making vaccine available at little or no cost.

The Public Health Service's Center for Disease Control in Atlanta, Georgia, which is administering the swine flu program, is also worried about the growing problem with immunization. It is attempting to inform adults about why immunization is important, what vaccines are available, who should receive them, and when they should be administered.

Massive vaccination programs immunized about 60 million children against common measles alone between 1963 and 1972. At a cost of $180 million, they saved about $1.3 billion over that period, as well as untold anguish, mental crippling, and death by averting more than 24 million cases of measles.

In the 20 years since polio vaccines became available, the number of cases of that often-fatal crippling disease fell from a peak of 58,000 in 1952 to seven last year.

In the early 1960's, polio was controlled by large scale screening efforts. After the "Sabin Oral Sundays," the number of one-to-four-year-olds who had been vaccinated against polio reached 85 per cent, but in the late 1960's, the rate began declining. Statistics for 1975 show that only about 65 per cent of all children have been vaccinated today.

The success of the screenings for polio convinced health officials they could be successful. Public relations campaigns and greater state efforts are now endeavoring to increase immunization levels again. Immunization Action Month is celebrated each October at the federal level to remind parents of this responsibility to their children. Appropriately, the swine flu immunization program also began in October.

Acknowledging that concern about immunization has lagged recently, a spokesman for the Center's Immunization Division said perhaps "the most important factor is that the polio threat, for example, has diminished. No one cares or is frightened of it any more. They don't remember or haven't seen the serious crippling and deaths an epidemic can bring.

Diseases haven't been wiped out. They lay waiting for any harmless prey . . .

"People forget that a certain number of kids die or suffer more serious illness, such as encephilitis, from even the simpler diseases, such as rubella or measles," he added. "And that's just senseless when a vaccine can easily prevent it."

Statistics generally discuss the one-to-four-year age group because that is the group which usually exhibits the most serious side effects from these illnesses. Surveys also show that as children get older, parents lose track of what vaccines they have received, so the best check remains tracing the necessary vaccines down to the early years and ensuring that children at least get the primary protection they will need. This doesn't imply that adults, and especially the elderly, don't need protection. Anyone who tries to travel abroad finds out quickly that a vaccination record is as important as a passport.

These diseases haven't been wiped out. They lay waiting for any harmless prey that might come their way—children or adults. Vaccination is an easy, simple and inexpensive way to avoid the problem.

Vaccine development continues. Authorities at the Center recently recommended that the federal government make swine flu vaccine available to the public free of charge this fall to protect the nation from a possible major epidemic. This threat would never have been recognized in time, had it not been for the constant vigilance of the Center in detecting disease. Working with the government and manufacturers they were able to pinpoint effective vaccines and push them into immediate production.

Dr. David Sencer, CDC director, said the agency was concerned that the swine flu virus would strike a large part of the population during the coming flu season because people have no natural protection against it. The virus has not appeared in this form since a great epidemic occurred around 1918, killing millions.

Congress passed legislation at President Ford's direction providing for the distribution of the vaccine. It is now being distributed by health authorities to high risk groups and the elderly. The rest of the population will have it made available to them, by a private physician or public health authorities, in the next few weeks.

It is estimated that between 60 and 70 per cent of all Americans will receive a single swine flu injection or a combined series to protect them against swine flu along with two other flu viruses of recent origin.

This massive program is another example of how the Center is joining health authorities nationally to use knowledge of immunization to protect all Americans.

Rolling up your sleeve for the new flu shot is insurance against something that might happen. So is making sure your primary immunizations, and those of your children, are up to date. Don't gamble by being unprotected.

STATE OF THE UNION



James Mulloy and his wife are shown as they dressed for a bicentennial ball honoring the nation's 200th birthday. Mulloy, a member of Teamster Local 404 in Springfield, Mass., is a driver for Providence Springfield Dispatch Co. The Mulloys worked on the bicentennial ball committee for more than a year. The driver and his wife won a prize as the best costumed.

Dixie Cup Pact Signed By Local 651

Teamster Local 651 of Lexington, Ky., signed a 2-year agreement with the Dixie Cup division of American Can Co. recently following a 3-day strike, according to Ken Silvers, president of the local union.

American Can had refused to bargain, Silvers said, because they did not agree with a decision of the National Labor Relations Board which dismissed the company's appeal and certified the Teamster affiliate as the bargaining representative for 450 workers.

Wrapping up the agreement ended a 40-month organizing campaign that began in early 1973. Local 651 lost two elections in succeeding years by very slim margins.

A third try in 1975 resulted in a ballot victory for the union but American Can filed objections to the election and when they were rejected, then appealed to the full Board in Washington, D.C.

STONE QUARRY workers at Charles Town, W. Va., voted overwhelmingly for Teamster Local 992 of Hagerstown, Md., in a representation election conducted recently by the National Labor Relations Board.

• Ray Trumpower, Local 992 business agent, said 139 production and maintenance workers as well as truck drivers were eligible to vote in the Shenandoah Quarry balloting. The count was 74 to 31 in favor of the union.

• Teamster Local 310 in Tucson, Ariz., recently won three elections, according to William McCollum, president of the union.

The victories were at the Samsonite Co., luggage division, Ingersol-Rand, a warehouse distributor, and the Montgomery Ward Service Repair Center.

All told, the wins added nearly 200 new members to the Local 310 roster.

• An air industry election was won by Teamster Local 851 of Jamaica, N.Y., in a National Mediation Board ballot conducted at Trans Mediterranean Airways.

Mark Davidoff, Local 851 trustee, said 77 employees were eligible to vote. The Teamster affiliate received 46 votes and two ballots were voided.

• A majority of 18 office workers employed by Totem Ocean Trailer Express, Inc., in Anchorage, Alaska, voted for Teamster Local 959 in an NLRB ballot, according to Floyd I. Conner, business representative.

• Production workers employed by Interstate Aluminum, Inc., manufacturer of storm windows and doors in Rock Island, Ill., chose Teamster Local 371 as its bargaining representative by a better than 2-to-1 margin, according to G. L. Frame, president of the union.

• A heavy majority of 88 machine operators, welders, crane operators and assembly mechanics employed by Anchor Metals, Inc., of Anniston, Ala., voted for Teamster Local 612 of Birmingham, Ala., in an NLRB ballot, according to A. E. Yarbrough, business agent. The company manufactures power line transmission towers.

• Drivers and production workers employed by the Coca-Cola Bottling Co., of the Black Hills with location in Rapid City, S. D., recently voted for representation by Teamster Local 749.

Clem Weber, secretary-treasurer of the union, said 33 workers were eligible to cast ballots. All voted, giving the union a 23-to-10 win.

• Sanitation workers employed by Donno Co., Inc., of Great Neck, Long Island, voted for representation by Teamster Local 813 of New York City in a recent election.

Bernard Adelstein, secretary-treasurer of Local 813, said the ballot was conducted by the Nassau County Department of Labor for the 130-man unit. Two previous ballots at the company had failed.

• Mechanics employed by Kenosha Packing Co., a meat packaging firm in Kenosha, Wis., voted unanimously for representation by Teamster Local 43 of Racine, Wis., recently, according to George Mueller, secretary-treasurer.

• Welders, mechanics and sheet metal workers employed by Metro Truck Body, Inc., of Torrance, Calif., chose Teamster Local 88 of Long Beach, Calif., as their bargaining agent recently, according to Philip Walker, business agent. The company manufactures all types of commercial truck bodies and employs 23 workers.

One in Four Workers Goes Teamsters

One of every four workers eligible to ballot in units won by all unions in single-union elections last May voted for Teamster representation, according to the National Labor Relations Board.

Election records for that month showed 10,107 workers voted for unions in 307 winning elections. Of the total, 2,458 elected Teamster representation.

Teamster affiliates took part in 223—or better than 34 per cent—of all single-union ballots in May, and won 101—or 33 per cent—of the victories scored by all unions in those elections.

Arbitration Ruling Won In California

Teamster Local 616 of Fresno, Calif., recently won an arbitration in a case involving members Joe Aguilar and John Rayonez who filed a grievance against Sun Maid Raisin Growers.

Both Aguilar and Rayonez were reinstated with backpay totaling more than $4,500 for the two of them. They had been fired for removing pistachio nuts from a sample room and eating the nuts on the premises.

Local 616's attorney made company witnesses admit that it was a trap purposefully set. It was also determined that supervisors as well as other employees habitually ate the pistachio nuts used in what was called an experimental project.

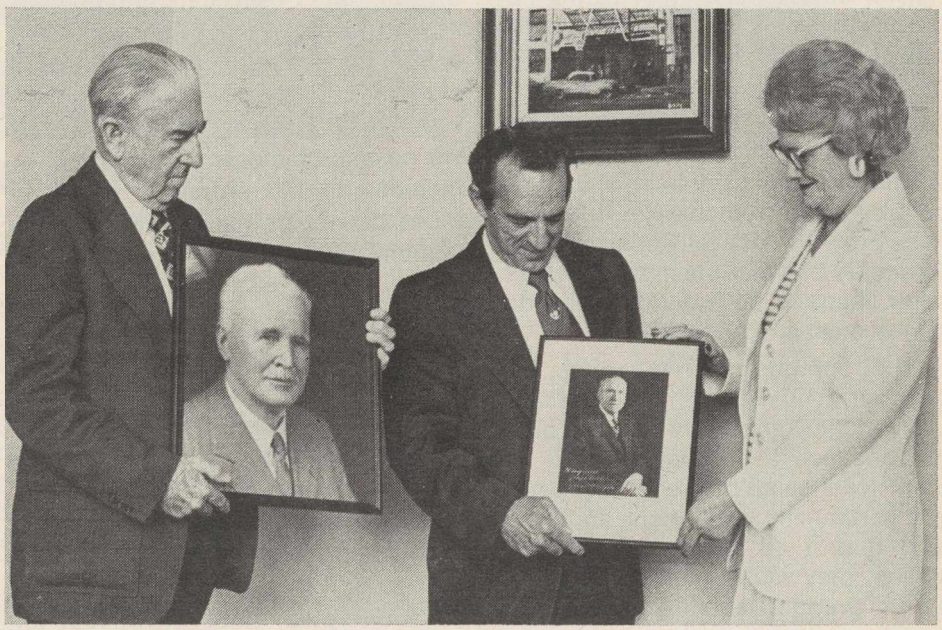


Brotherly Aid

Larry Pierce (4th from left) of Teamster Local 853 in Oakland, Calif., receives a $1,699 check from the union's executive board which handled a bereavement fund for Pierce who lost his wife and four children in a highway collision last spring. Shown (left to right) are: Ernie Souza, trustee; Jerry Carbone, recording secretary; Manuel Cordeniz, business agent; Pierce; Ken Morlatt, president; Al Costa, secretary-treasurer, and trustees Lloyd White and Ed Corvello.

Rare Photos

Eunice K. Diviny (right), widow of the late IBT Vice President Joseph Diviny, presents rare photos to the officers of Teamster Local 85 in San Francisco, Calif. Phillip Gallagher (left), Local 85 secretary-treasurer, holds the photo of the late Michael Casey, one-time Local 85 president and IBT vice president. Ray Talavera, Local 85 business manager, receives a portrait of the late John P. McLaughlin, also a Local 85 leader and one-time IBT vice president.





Safe Driver

Stanley Smith of Teamster Local 710 in Chicago, Ill., recently was honored by his employer, Spector Freight System, for completing 25 years of driving without an accident or a violation of any kind. Smith operates a double of two 45-foot trailers, according to William Joyce, secretary-treasurer of the local union.

CONSUMER REPORT

FDA Reports More Suspect Food Coloring Agents

More dyes have come under the scrutiny of the Food and Drug Administration—red dye No. 4 used primarily to color maraschino cherries and the "carbon black" dye used for licorice, jelly beans and a variety of food products.

The two dyes have never won final safety approval from the FDA and the agency recently slapped a ban on their use, in light of studies which show that both may be disease-related agents.

Get Your Red-Hot MDM Dogs Now

How do you feel about eating hot dogs with crunchy bone bits, pizza full of pork fat instead of sausage, or canned beef stew with garbage scraps?

Consumer advocates maintain that is what manufacturers can sell under controversial temporary rules effected by the U. S. Department of Agriculture (USDA) last spring which allow them to sell mechanically deboned meat products (MDM).

The proposed regulations, if adopted, will make the standards permanent. Agriculture officials hope to announce a decision by Oct. 15 on at least some phases of the pending permanent regulation, and have said that if all issues can't be resolved, they will at least rule by Oct. 15 on product labeling.

MDM is meat left on an animal's carcass after retail cuts are made by hand, formerly wasted, and now stripped away by recently perfected machinery. In mechanical deboning, bones with meat scraps attached are ground up and then forced through a sieve. The larger bone bits are screened out and dumped while the squashed meat and finely ground bone particles are allowed to pass and then be used in food products. Agriculture Dept. officials say this modern processing method allows manufacturers to save protein which might otherwise be wasted.

With its okay, USDA also issued proposed standards. These allow retrieved meat to be up to 10 per cent (including up to four per cent bone) of the total meat ingredients in cooked products such as frankfurters, sausages, bologna, and canned meat balls as well as in frozen meat patties, but not in fresh meat such as hamburger. Labels don't have to indicate that retrieved meat is an ingredient. Manufacturers were allowed to begin marketing the product under the temporary standards, as many now do.

Consumer groups and nutritionists object to the facts that under the standards the meat contains pulverized bone which they claim is a contaminant under previous USDA standards; the process creates heat which may adversely affect the meat, yet no microbiological standards are included in the proposals, and the MDM cannot be identified, since no labeling of content is required.

Some meat producers, including Oscar Mayer, have chosen not to use the process, while others share consumers' concerns, and feel the MDM should be identified as being in their products.

So far, USDA has not altered its proposed standards but did order a production halt after a Sept. 18 federal court ruling said the meat could be adulterated. Both USDA and industry officials are worried about the costs that would be incurred by manufacturers forced to cease production after purchasing the $150,000 equipment. Consumer groups are worried about the process's effects on the public.

Canning Your Crops- Uncle Sam Offers Help

With canning season underway, Uncle Sam has a message for home canners: although defective jar lids, seals and other canning equipment are on the market, when anything goes wrong and your food spoils, the responsibility is yours. So learn to do the job right and take all precautions. To help you, a how-to campaign was launched recently by the Consumer Product Safety Commission (CPSC) in cooperation with the Food and Drug Administration (FDA) and the Department of Agriculture (USDA).

While information is being collected by CPSC on canning injuries and consumer complaints with the possibility of issuing rules on canning equipment, no standards exist now. So the burden lies with consumers.

A CPSC epidemiologist urges canners to inspect their food regularly as they can it and look for telltale signs of defective equipment such as a lid which comes off in your hands or liquid leaking out. At that point, you can reprocess the food. Later, however, if there are signs of deterioration in canned goods—discoloration, foaming or odor—throw the food away and swallow the monetary loss.

While Product Safety officials say that properly processed food generally won't provide a home for botulism spores, you can still get nasty stomach upsets from molds, yeasts and other airborne organisms which may develop in improperly sealed containers. So, to avoid illness, employ special care when canning.

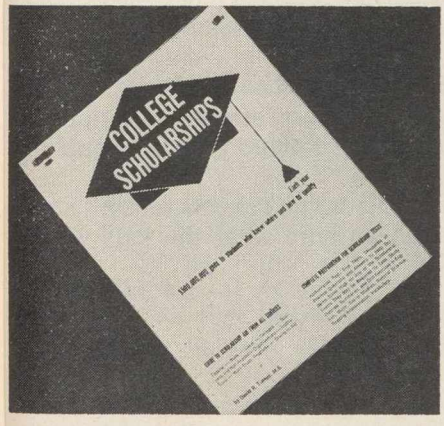
The government's educational campaign urges you to follow step-by-step instructions and safety advice in "Home Canning of Fruits and Vegetables," Home and Gardens Bulletin No. 8 of USDA. To get a copy—or to report a complaint—write to: Home Canning Equipment, U.S. Consumer Product Safety Commission, Washington, D.C. 20207. Or call the toll-free number: 800/638-2666.

WHAT'S NEW



Third Hand

For the busy crowd, this newly introduced telephone receiver rest fits on the shoulder, and can be installed with no tools. It fits all standard telephones, and comes in a variety of colors to match modern decor.



Scholarship Information

For parents giving serious consideration to college education for their children, a new book can save a lot of false leads for scholarship information. The 500-page book gives information on over 1500 colleges, and discusses the various tests and entrance exams required, plus any other facts needed to determine if there may be scholarships available for your children.

The book also has samples of actual tests given applicants, the seller claims. It also contains study outlines, summaries and drill exercises in important college-required subjects. It is reported to be helpful for students from the 5th grade up, in getting an idea what college—and the possibilities of scholarships—is all about.

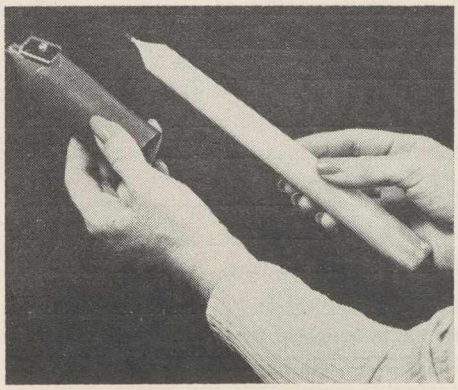
Fish Lure

For the outdoorsman or woman who fishes, this item might be worth a try. The seller claims that by rubbing the paste-like material onto any bait or lure the bait is made super-attractive. The claim is that it will attract fish in "fished out" areas. The paste is sold in a lipstick-like container, and comes with a special slip-on cap so the scent retains its potency.



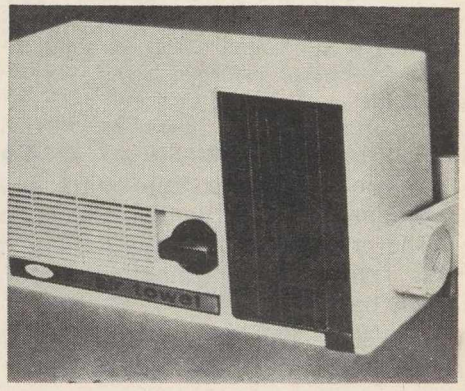
Candle Trimmer

This new item should be helpful for anyone preparing the home for fall and in winter. Those old candles can be given a new lease on life with this trimmer. Any size candle, from 2⅜ to 1 inch, can be inserted and turned, neatly sharpening the end, like a giant pencil sharpener. Candles as short as 3½ inches can be accommodated by the item. The trimmer has a steel blade that, the maker says, will stay sharp for years. The blade is mounted in a decorative and durable red plastic body. Guaranteed for a full year.



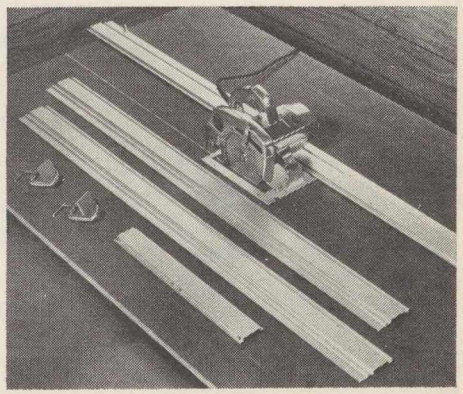
Air Drying

With the approach of fall, this product might be attractive to those who have a cold bathroom, or favor the advantages of air drying. The unit mounts on the wall or can be placed on a table, and tilts to accommodate any drying requirement. It operates on 110 V AC, and can provide warmed air or cool air. The unit also is said to be helpful in styling hair.



Straight Cut

Anybody who spends time behind a circular saw, jig saw or router will appreciate the convenience of this item. It is a precision-made cutting guide that makes easy those long, straight cuts in panelling, doors, plywood, etc. In addition to straight cuts and 90 degree cuts, the tool can be used to make precision taper cuts, angles, bevels, dados and grooves. The item is of extruded aluminum, and reduces to two 51-inch sections. With a splice plate, it can be extended to 8 feet, 6 inches.



JOKES

Balled Truth

The duffer was hitting everything but the ball. In a wild series of swings, he managed to lop the top off a small anthill somewhere near the ball, displacing no small number of ants.

Two of them, shaking themselves after their ordeal, watched briefly and fearfully as the blows to the turf continued.

One turned to the other and said, "What do you think we ought to do?"

"Well," the other replied, "you can do what you want, but I'm going to get on the ball."

Hoarse of a Color

The diner asked the waitress what flavors of ice cream she had. "Vanilla, chocolate and strawberry," she croaked in a barely audible voice.

Trying to be sympathetic, the man asked: "Do you have laryngitis?"

"No," she replied in a hoarse whisper, "just vanilla, chocolate . . ."

Philosophy

The little girl's mother was trying a new dish on her, which the youngster pushed away. "Don't do that," warned her older brother, " 'cause the more you don't like sumpin', the gooder it is for you."

Out Speaking

The wife came from the garden club meeting full of herself. "I was really outspoken today," she told her mate, engrossed in the evening paper.

"Really?" he rallied. "I'd sure like to avoid knowing whomever it was that could outspeak you!"

Touché

The barber was a bit shaky. It had been a long and somwhat intemperate evening out with the boys last night. As he attempted to shave the minister in the chair, he made a pretty good dent.

"Ouch," responded the minister, who added indignantly, "Whiskey is a terrible thing for a man."

"Sure is, sir," responded the barber. "Makes your skin awfully tender."

Heavenly Bother

We're told that one U.S. Representative quipped that she was happy a bill to restore prayer to public schools had been killed.

"Considering the trends in the schools today," she said, "you never could be sure what the kids were praying for!"

TELL US WHERE YOU ARE MOVING FROM.



TELL US WHERE YOU ARE MOVING TO.

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME_____

NEW ADDRESS_____

City State Zip Code

OLD ADDRESS_____

City State Zip Code

LOCAL UNION NO._____

SOCIAL SECURITY NO._____

LEDGER NO._____

(If unknown—check with Local Union)

NAME OF EMPLOYER_____

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

ORGANIZED LABOR DESTROYS TRADITION

Organized labor is a standing challenge to tradition. As a broom, it sweeps aside the cobwebs of antiquity and points the road to improved social, economic and political methods. It cannot too often be repeated that organized workers have led in every forward movement.

The eight-hour day, for instance, is now accepted. Not a single person of standing in America will deny its value. It seems but yesterday, however, that those who first urged this cause were jailed, enjoined and denounced.

Every other advance has the same record of blind opposition by the defenders of standpatism.

Proposals whose value were self-evident at the time were opposed because it was not—and is not today—considered "safe" to encourage workers by conceding their demands.

Workers should receive, but not take, says tradition. Under this system workers should consider themselves inferior. They must not acquire an independent mental attitude that should distinguish every American citizen.

Let no worker delude himself that tradition has profited by experience and that the right of labor to bargain collectively—to stand as men—has been conceded.

The company "union" is standpatism's latest effort to continue the serf idea.

Crude antagonisms of yesterday have been replaced by scientifically-devised methods. With the company "union," these include welfare plans, stock selling, "free" insurance and lessons on economics that uphold the anti-union employer.

Behind the assumed candor and simplicity of latter-day Pecksniffs looms the fact that employees are denied the right to select their own representatives. They must bargain with spokesmen the employer approves.

There is but one answer to this policy. Eventually, tradition must yield, as it has before. But that time will not automatically come, no more than did the eight-hour day, free school books, compensation statutes, safety laws, passing of the company store and a nationwide opposition to child labor.

Regardless of its disguise, reaction must surrender its control of workers' lives. This control is backed by the most ancient traditions. The lines of this hoary concept must be broken along its entire front. The trade unions have won many positions in this long struggle to establish new viewpoints. It must continue to do so.

Tradition will yield to experience in proportion to the education and agitation of unions.—News Letter.

Unionism is generous. It is for all. Its effort is to force capital to give a full share to the worker for the time he spends on his work. It says to capital: "We build, we create out of the hard iron, the rough stone, the huge tree, all of these finer products. Now we must have in return enough share of the profits to give us good food, shelter and clothes, some recreation and some education." It is best that capital should at once accept this idea and give labor a good living share, for then we have content, comfort and happy citizens.

Cheerfulness is not merely a matter of choice; it is an obligation we owe to those about us.

WHY HIGH WAGES ARE BEING PAID

All production records for the United States were broken for the year ending June 30, the Federal Reserve Board reports officially. International Labor News Service has been furnishing and this newspaper has been publishing reports compiled by its own representatives on the industrial situation which the Federal Reserve Board now confirms. Production is overwhelmingly abundant! Building, petroleum, iron and steel and automobiles led "the big parade" of industry—all basic things in our modern lives. Upon these foundations of necessity there arose an overspilling cornucopia of luxuries and semi-luxuries.

What this situation proves beyond dispute, beyond semblance of question, beyond even the smallest quibble, is that during this past full year of record-breaking production American industry has been able to pay the highest wages, give the best conditions and operate on the fewest working hours of any year in American history!

That is the other side of the picture. That is what is important to know.

American workers produce more in the aggregate and more per worker than is produced in any other country on earth. They are consequently entitled to the highest wage and the best conditions found anywhere.

If any effort is made to withhold any part of the wages due as a result of this tremendous super-production it can result only in an ultimate crash—a piling back upon itself of an accumulated, unmarketable surplus of commodities.

That is why it is an industrial necessity for high wages to accompany high production—for the highest wages in history to go hand in hand with the highest production in history.

This does not mean mad, crazy demand for impossible wages, but it does mean a proper balance between production and wages. It is either that or an industrial calamity caused by the very fertility and profligacy of our miraculous industry.

CORPORATIONS HIDE PROFITS

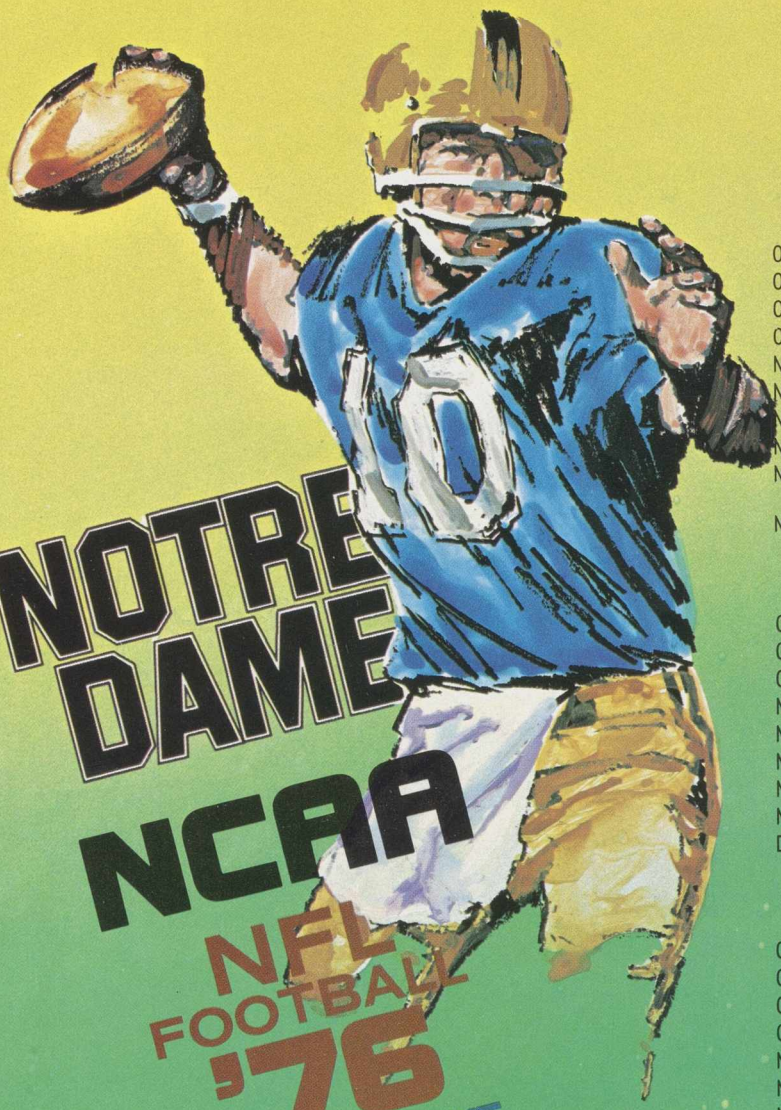
New York.—It is predicted that Professor Wm. E. Ripley of Harvard University will renew his bombardment of big business methods by an expose of how public utilities are financed.

The Harvard economist states that many utilities consolidations "have apparently been undertaken merely for the purpose of shuffling stocks in order to make a profit in the turnover without consideration as to whether the public will be better served thereby."

Fictitious prices are often paid for properties and securities are then issued. These are often based on inflated values without regard to how these values will stand during a business depression.

Recently Professor Ripley attacked the practice of corporations hiding profits. He insisted that stockholders are entitled to a full knowledge of the financial affairs of their properties.

Prior to this he showed how insiders issue non-voting stock to the public and retain a small issue of voting stock, which permits them to control the corporation. The property is purchased with the income secured by the sale of non-voting stock, while the public has no voice in the corporation's management. The insiders own the corporation, that was handed to them by the public.



NOTRE DAME NCAA NFL FOOTBALL '76

OVER THE RADIO NETWORK OF MUTUAL SPORTS**

1976 NOTRE DAME & NCAA WILDCARD GAMES

Saturday		NYT*
October 9	NCAA Wildcard Game	TBA
October 16	Oregon at Notre Dame	2:15 PM
October 23	Notre Dame at South Carolina	1:10 PM
October 30	Notre Dame-Navy at Cleveland	1:10 PM
November 6	Notre Dame at Georiga Tech	1:10 PM
November 13	Alabama at Notre Dame	12:35 PM
November 20	Miami (Florida) at Notre Dame	1:15 PM
November 20	NCAA Wildcard Game	TBA
November 27	NCAA Wildcard Game Army-Navy at Philadelphia	12:40 PM
November 27	Notre Dame at So. California	4:15 PM

1976 NFL SCHEDULE — NFL MONDAY NIGHTS

(All broadcasts start at 8:45 PM NYT*)

October 11	San Francisco 49ers at Los Angeles Rams
October 18	New York Jets at New England Patriots
October 25	St. Louis Cardinals at Washington Redskins
November 1	Houston Oilers at Baltimore Colts
November 8	Los Angeles Rams at Cincinnati Bengals
November 15	Buffalo Bills at Dallas Cowboys
November 22	Baltimore Colts at Miami Dolphins
November 29	Minnesota Vikings at San Francisco 49ers
December 6	Cincinnati Bengals at Oakland Raiders

NFL SUNDAY AFTERNOONS

(All broadcasts start at 3:45 PM NYT*)

October 10	Miami Dolphins at Baltimore Colts
October 17	Dallas Cowboys at St. Louis Cardinals
October 24	Cincinnati Bengals at Houston Oilers
October 31	Dallas Cowboys at Washington Redskins
November 7	Detroit Lions at Minnesota Vikings
November 14	Miami Dolphins at Pittsburgh Steelers
November 21	Washington Redskins at St. Louis Cardinals
November 28	Pittsburgh Steelers at Cincinnati Bengals
December 5	Buffalo Bills at Miami Dolphins
December 12	Washington Redskins at Dallas Cowboys

PLUS: **THE LIBERTY BOWL; THE GATOR BOWL; THE SUGAR BOWL; THE SENIOR BOWL; NFL CHAMPIONSHIP PLAYOFFS AND THE 1977 NFL PRO BOWL.**

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**Refer to your newspaper for the Mutual Radio Station in your area.

INTERNATIONAL
TEAMSTER
DECEMBER 1976





BICENTENNIAL HOLIDAY GREETINGS

INTERNATIONAL
TEAMSTER

SPOTLIGHT SERIES

THE TEAMSTER movement in Dallas, Tex., is spotlighted this month in the series giving geographical definition to the International Union's membership of more than two million.

Teamsters Union members are the major cog in the union wheel that makes Dallas the top metropolis in the American Southwest, giving drive and purpose to the economy.

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001.

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FROM THE DESK OF FRANK E. FITZSIMMONS

THIS YEAR, the holiday season has many meanings, traditional and otherwise. Christmas, 1976, closes out our Bi-Centennial Year, a proud chapter in the history of this nation.

So, it marks an end to that, but also it marks a new beginning.

At noon on January 20, 1977, this nation will have a new President and a new session of the U. S. Congress will convene. In November, the nation exercised its option for a change in leadership, and with that change go new expectations and new hopes. So, truly, 1977 will be a new beginning.

These expectations and hopes are directed at gnawing national problems—high unemployment, inflation, energy shortages, high crime rates, pollution, and all issues which affect the lifestyles of Americans.

Certainly I view Christmas, 1976 in the traditional sense because in Christian meaning it symbolizes a new beginning made centuries ago. It represents the Brotherhood and Sisterhood of mankind so necessary if we are to survive to celebrate a Tri-Centennial.

And, we in this Union accept the challenges of a new beginning in that spirit.

Fraternally,



Frank E. Fitzsimmons



Retarded Children Are the Winners



Fitzsimmons Invitational Raises Money for Little City Foundation

FOR THE SEVENTH TIME, Teamsters have turned their hearts inside-out for the mentally handicapped children and young adults who reside at Little City in Palatine, Illinois.

The occasion was the 7th Annual Frank E. Fitzsimmons Invitational Golf Tournament, held at La Costa, California, October 13 to 17. Business and civic leaders, show business celebrities, golfing professionals and labor leaders were among those joining in the fund-raising effort.

"By joining with me in this united effort to raise the funds needed on behalf of the mentally retarded at Little City, you are helping not only these children, but all mankind—since the lessons learned at Little City are transmitted to national scientific and educational communities," Fitzsimmons told those participating in the tournament.

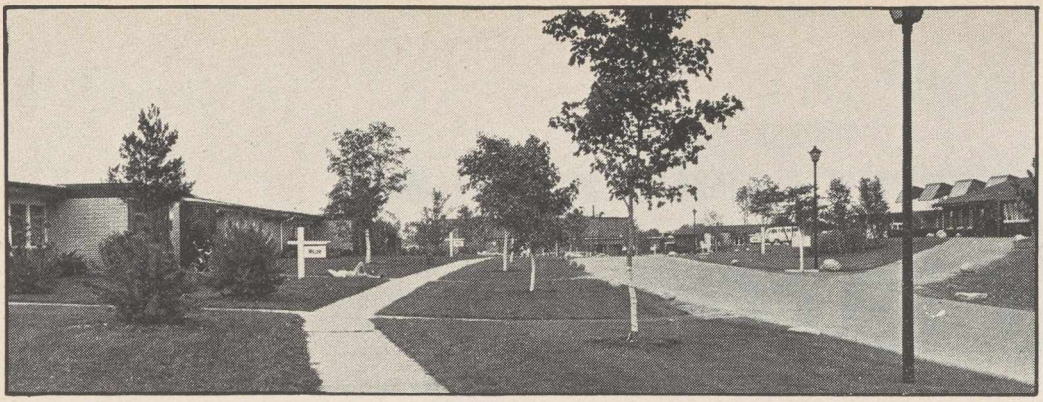
More than $900,000 has been raised through this charitable event in past years to support the rehabilitation efforts of this national, nonprofit, nonsectarian residential training facility. This year's tournament proceeds exceeded $100,000.

The funds are used by Little City in its program of helping the retarded—be they mentally or physically handicapped, blind or emotionally disturbed youngsters—in their efforts to overcome their disabilities and learn to live useful, satisfying lives. Established in 1959, the center is dedicated to the personal, social and economic development of these individuals.

Funds received from the tournament go into the Frank Fitzsimmons Scholarship Fund, which helps ease the deficit the school's open door policy sometimes creates. Funds also enable Little City to continue improving its facilities and maintaining its programs.

A host of Teamster officials, including General President Fitzsimmons, were on hand just last year to dedicate the Frank E. Fitzsimmons Recreational Complex at Little City, made possible by Teamster donations and tournament funds.

Three out of every 100 children born in America each year are mentally handicapped, according to Robert Dachman, Little City's executive director. More than 200 different diseases can cause this disability. Events such as the tournament not only add to the community's under-



Main Street, Little City's busiest thoroughfare, looks like any other neighborhood, but here handicapped children are helped to establish well-rounded lives, according to their abilities.



Most children don't have reknowned comedians, such as Flip Wilson, who recently visited Little City, drop by. Here, Flip tells the kids, "If you got a spare room, I'll move in right away. I just love this place."



Helping children lead happy lives is what Little City aims for, aided by Teamster contributions.

standing of these problems, but help Little City in its efforts to learn how best to help such children reach their full potential.

Currently 180 residents live in the sheltered community, ranging in age from six through young adulthood. Prospective residents are selected on the basis of what they can derive from the programs and the availability of an opening in an appropriate peer group. Residents have a variety of disabilities, ranging from borderline to profound retardation.

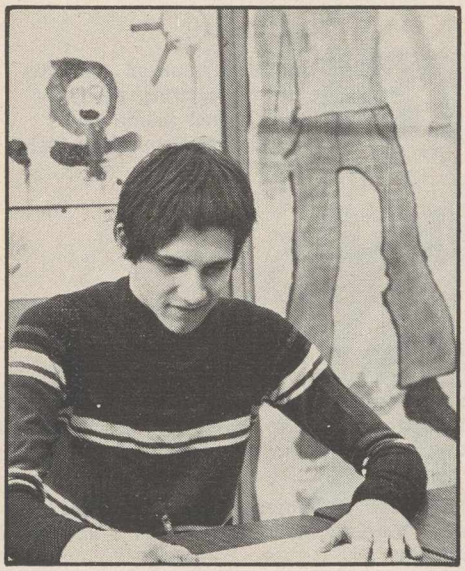
While at Little City, the students live in cottages, housing approximately 25 children who have been grouped according to age, sex and level of functioning. The cottages provide the children with a warm, home-like atmosphere. Supervisory personnel is on duty 24 hours a day, dedicated to the training and development of the child in the areas of self-care, socialization and occupational skills. Just as important, they are available to offer the warmth, tenderness and love any child needs to grow.

Dachman and Dr. Donald Becker, superintendent, describe the purpose of this lifestyle, saying: "Living with his peers, in surroundings that eliminate the obstacles our highly competitive society places in his path, the child is able to develop at his own rate, without fear of unnecessary frustrations. . . ."

Training these children to live, learn, work, enjoy life and become productive to the fullest extent of their abilities is Little City's primary goal. The teachers, therapists, psychologists and cottage supervisors have been highly trained to give the retarded child what he needs to blossom into a healthy, happy individual.

Each member of the staff has foremost in his or her mind a sincere dedication toward improving the lives of the mentally retarded: through skilled mental and physical therapy, through expert research in developing new approaches and through training and treatment with the individual dignity of each child the central aim.

Little City employs every teaching aid available—from music to art to a wide range of facilities for physical exercise and muscle training. When the student has progressed, vocational training offers the chance for work meaningful to the



Art therapy classes help students find self-expression; here they can release their hostilities and frustrations.

student and suited to his abilities and interests.

Together, school, staff and student work to produce an individual performing to the best of his abilities and contributing in his own way to our society.

To do its job, Little City is in a continual process of growing and refining its techniques to better serve its students and their needs.

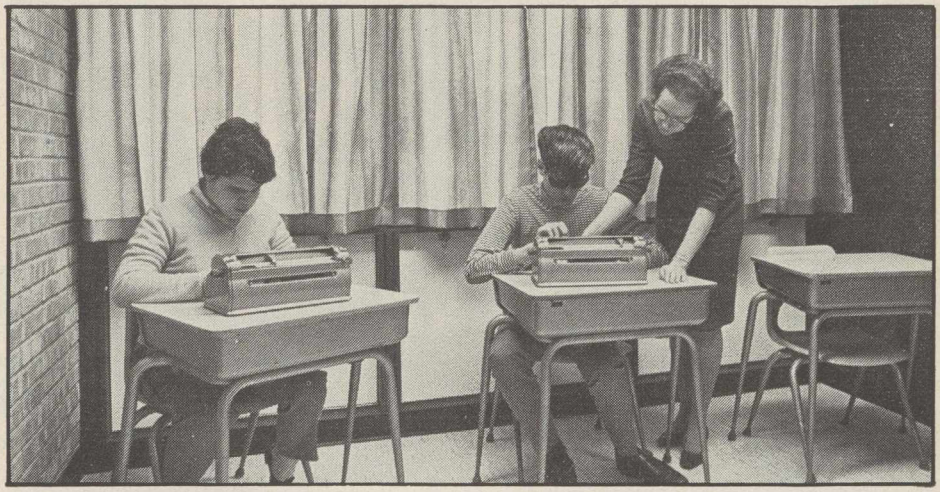
The center is about to embark on a 2½ million dollar building program to provide for current and projected needs of the residents. Included in the plans is a community center with an indoor swimming pool. According to Dachman, this will encourage the mentally handicapped to participate with the so-called "normal" society in active recreation programs. An estimated 2,000 to 5,000 children will be able to use these facilities each year.

Additionally, the center is looking for a site for an off-ground center for higher level adults so that they can function in a semi-independent environment.

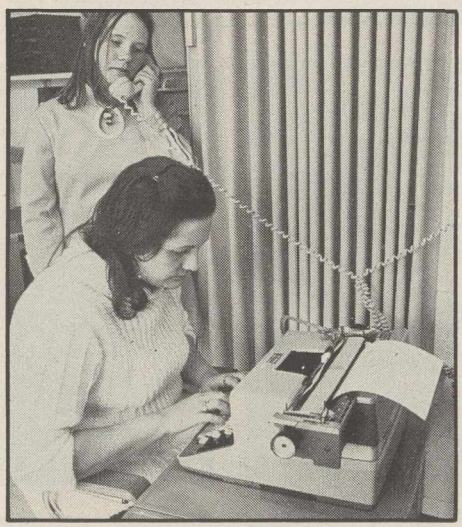
To complete the program, plans are under way to build space for an additional 75 to 100 beds for boys and girls who need intensive short-term training.

The support of the Teamsters, through the annual golf tournament and many other fund-raising efforts during the year, enables Little City to continue with its work.

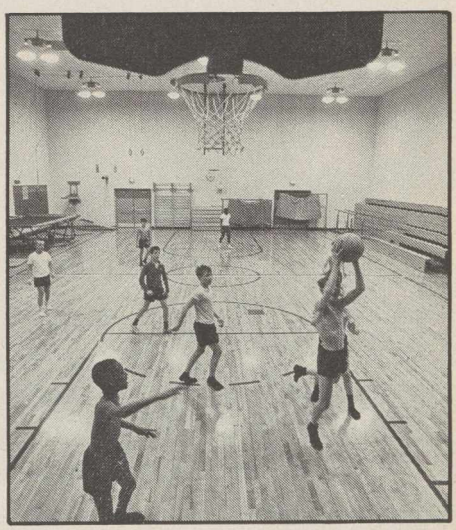
Teamsters wishing to supplement the Fitzsimmons golf tournament fund-raising efforts can send individual contributions to Little City. Send them to Robert Dachman, Executive Director, Little City Foundation, 625 N. Michigan Ave., Chicago, Ill., 60611.



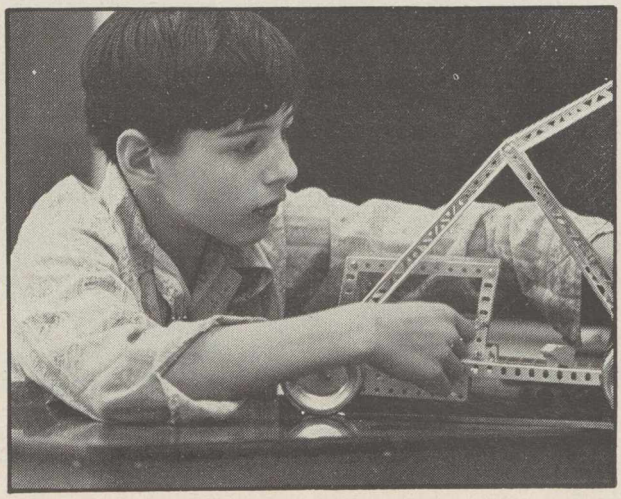
Blind retarded students get expert training on how to use the braille typewriter.



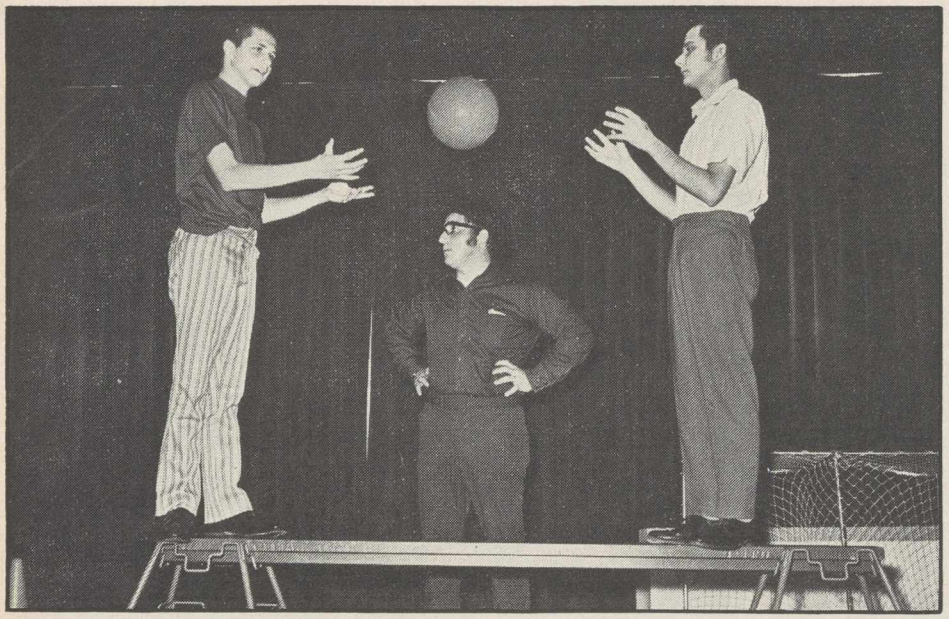
Secretarial class provides excellent prevocational experience for residents. Students have progressed so well that they now help with office clerical work.



Excellent athletic facilities make possible an active program of physical therapy for group and individual sports, including the fast competition of basketball.



To his delight, this student is creating a masterful mechanical structure.



Blind mentally retarded students engage in an exciting game of "audio ball" (bell inside helps students follow the sound for flight and bounce of ball).

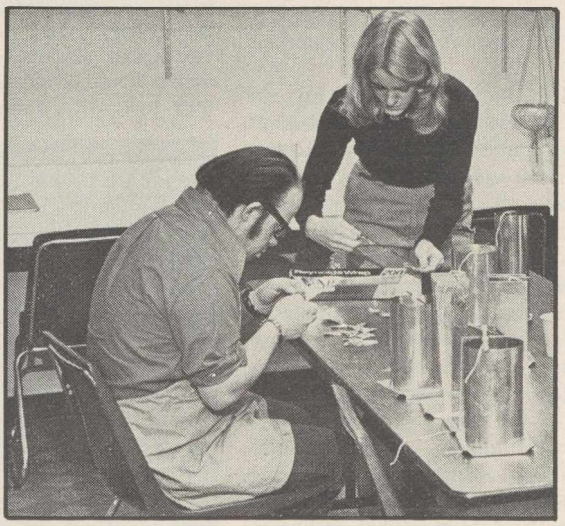
In the greenhouse, mentally handicapped gardeners learn to care for a variety of flowers and plants.

The latest equipment and tools help vocational training students work on a variety of projects.









These blind mentally handicapped students demonstrate their talent for assembly-line production work. In the sheltered workshop, they are doing subcontract work for industry.

The candle workshop provides training in basic work skills and attitudes.

160 Teamster Officials

IBT Safety and Health Conference Zeros in on Job Safety and Health



Teamster General President Frank E. Fitzsimmons expresses the International Union's emphasis on safety and health at the job site to the more than 160 delegates to the recent conference held by the IBT Safety and Health Department.

SLOGANS and even laws don't make safe working conditions. Collective action is the answer.

That was the theme of a National Safety and Health Conference sponsored by the International Brotherhood of Teamsters in Arlington Heights, Illinois.

Over 160 concerned and well-informed representatives of Area Conferences, Joint Councils and Local Unions participated in the two-day seminar where they heard and questioned the most qualified experts in the fields of industrial safety, occupational diseases and highway safety.

The Teamster representatives discussed the rights of the individual worker under the Occupational Safety and Health Act of 1970 (OSHA), the problems of enforcement of the Act, regulations on truck drivers' equipment and conditions of work that involve safety, and learned the International Union's position on worker's compensation for victims of job accidents or occupational diseases.

The conclusion: worker's compensation benefits in practically all states are inadequate and do not meet the recommendations of the National Commission on State Workmen's Compensation Laws.

The emphasis of all safety experts from universities, government and the Teamsters was this: expose the hazards in the environment in which people work, and find practical ways of eliminating, or at least, reducing the danger to the worker.

R. V. Durham, Safety and Health Director of the Teamsters, arranged the conference and presided at the sessions.

General President Frank E. Fitzsimmons set the practical tone of the conference:

"No matter how great our agreements in wages, hours and conditions become, they would never be satisfactory until we could make the job site a safe and healthy place to work.

"Press reports of our national freight contract negotiations focused on the size of the increase won. Not a word was written about model safety and health clauses prepared by R. V. Durham and his staff, some of which were included in the final agreement with the trucking industry."

Practical activity that would mean fewer accidents due to failure of braking and other safety requirements of trucks and trailers will be brought into the program of every affiliate of the Teamsters, as a result of the information developed at the conference.

The right of Teamster members to complain about unsafe or unhealthy conditions without fear of discharge or discipline is protected by law and the model safety contract clauses developed by the union's Safety and Health Department.

Excessive noise at the job site is obvi-

What They Said

"How can we send men safely to the moon and not be able to send workers safely into the work place?" *General President Frank E. Fitzsimmons, International Brotherhood of Teamsters.*

"The full resources of the International Union will be put to work to improve job site safety and health and the working environment." *General Secretary-Treasurer Ray Schoessling, International Brotherhood of Teamsters.*

"When the worker receives full and adequate benefits when injured on the job, or affected by an occupational disease, it is a financial incentive to the employer to take more interest in safety." *Norman Weintraub, Research Director of International Brotherhood of Teamsters.*

"Unions should have available a list of doctors who can supply medical evidence for workers filing claims for worker's compensation." *Professor Richard Ginnold, University of Wisconsin.*

"Noise affects more workers than any other health hazard." *Dr. Larry Royster, North Carolina State University.*

"The most serious occupational diseases are airborne. Many occupational diseases don't show up until years after exposure to chemicals and other dangerous elements which workers take in through their lungs." *Dr. Fred Ottoboni, California Department of Health.*

"We need to get smart about what the truck and trailer do. Standards should be set at the manufacturing level." *Professor Robert Ervin, Highway Safety Research Institute, University of Michigan.*

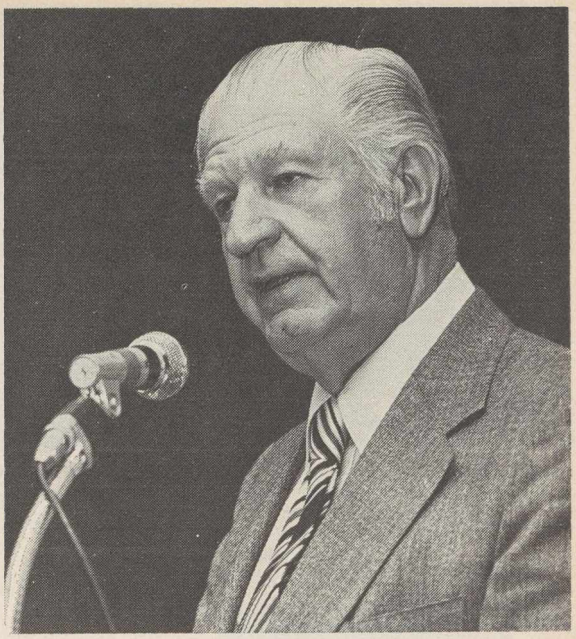
"The Teamsters have a big part to play in advancing safety of truck operations. Your Department of Safety and Health is providing vital input into the Department of Transportation's safety activities." *Russ Fiste, Chief, Regulations Division, Bureau of Motor Carrier Safety, Department of Transportation.*

"Brake performance Standard No. 121 with its anti-locking provision will reduce accidents and prevent jackknifing on the highway." *Elwood Driver, Director, Crash Avoidance, National Highway Traffic Safety Administration, Department of Transportation.*

"We are looking for ways to improve work in the field of safety and health. We will work to involve more people at all levels in the International Union in this vital area of Teamster activity." *R. V. Durham, Safety and Health Director, International Brotherhood of Teamsters.*



". . . Teamster representatives are aware of the importance of safety and health as an adjunct to full membership representation."—Frank E. Fitzsimmons.



Teamster General Secretary-Treasurer Ray Schoessling was a main speaker at the Safety and Health Conference.

ous to the worker. The introduction of dangerous substances used as solvents and pesticides, or in manufacturing, can result in diseases which develop long after exposure to the product.

A worker who has hearing loss resulting from too much sound at the job site can't have full hearing restored. Similarly, a worker who has an occupational disease in most cases has permanent impairment.

So alertness to these hazards is essential in order to prevent both hearing loss and occupational disease.

The International Union will have available the services of the experts in all of these areas and their skills will be put to use in the field where exposure to hazards occurs.

All of this starts with the individual worker, who is given these rights by the Occupational Safety and Health Act. (OSHA).

Dr. Robert Arndt of the University of Wisconsin School for Workers said that OSHA's effectiveness will be determined by the input of organized labor.

Dr. Arndt listed these elements of OSHA as the worker's safety bill of rights: to have a safe place in which to work . . . the right to complain and to receive an answer . . . the right to designate a representative for a walkaround inspection . . . the right to find out the results of the inspection . . . the right to know if any penalties have been assessed against the employer . . . the right to get the notes and photos of the OSHA compliance officer . . . and the right to learn if the employer seeks variances from the law.

Norman Weintraub, Research Director of the International Union, said that benefits to injured employees or those who became ill as a result of their jobs, do not meet repeated recommendations of boards and commissions which have studied worker's compensation.

Maximum benefits for temporary total disability range from $50 a week in Oklahoma to $357 in Alaska.

Weintraub said that in 33 states, injured workers receive a maximum benefit of less than 100 per cent of that state's average weekly wage.

Legislation to establish federal standards for state worker's compensation benefits should immediately establish benefits at 100 per cent of the state's average wage, according to Weintraub, with future increases of the percentage to provide that workers above the average in income would not have drastic lowering of living standards when injured.

In testimony presented on a bill on worker's compensation before a House of Representatives subcommittee, General President Fitzsimmons urged that mobile workers such as truck drivers and others who cross state lines, should have the choice of claiming benefits in the state where the employer's principal place of business is located, or the state where the employee was hired, or where the injury, disease or death occurred.

Dr. Richard Ginnold of the University of Wisconsin School for Workers said a study of workers' attitudes toward the benefit structure revealed dissatisfaction in the level of benefits for permanent partial disability. These are situations in which there is permanent loss of use of a part of the body.

"Unions should have available a list of doctors who can supply medical evidence in cases of permanent partial disability," Dr. Ginnold said.

"If you ask someone frequently to repeat himself, you could be suffering from a job-related hearing loss," according to Dr. Larry Royster of North Carolina State University.

Dr. Royster said that hearing loss cannot be reversed.

An effective hearing conservation program could prevent a permanent hearing loss over our normal hearing range as a result of exposure to noise on the job.

Diminishing ability to hear develops as people age, but hearing loss can be hastened by exposure to noise of sufficient intensity and duration, according to Dr. Royster, who testified for the International Union at OSHA hearings on noise levels.

Dr. Royster said that noise affects more workers than any other health hazard.

"In some industries, over 90 per cent of the work force has a significant hearing loss," Dr. Royster said. "Anywhere from



Robert D. Ervin, Highway Safety Research Institute, University of Michigan.



R. V. Durham, Director, IBT Department of Safety and Health.



Prof. Robert Arndt, University of Wisconsin School for Workers.



Norman Weintraub, Director, IBT Department of Research.

Safety and Health Conference

15% to 25% of the work force could file for worker's compensation."

"Most of these individuals could not collect compensation because the laws favor the employer."

Dr. Royster said that no employer is likely to hire a worker with hearing loss, especially if there is possibility of a worker's compensation claim.

Workers who have symptoms of hearing loss should have their hearing tested and receive copies of the test report, Dr. Royster said.

Workers with hearing loss will be further handicapped by the use of ear protectors.

The phases of an effective hearing conservation program should include:

1. Educational program.
2. Noise survey.
3. Administrative and engineering control.
4. Ear protection.
5. Hearing tests.

"Any program that does not include these five phases will not be effective in achieving these desired goals," Dr. Royster said.

"A hearing conservation program cannot prevent hearing loss.

"Federal standards must be written making the employer responsible for eliminating the hazard, for as long as the hazard exists, hearing loss will occur."

Dr. Royster said the goal should be to achieve a level of 85 decibels of noise during 8 hours of exposure as the best means of preventing hearing loss.

The present level under OSHA regulations is 90 decibels. Organized labor is working to have the regulation lowered to 85, which will greatly reduce the number of people affected by high frequency hearing loss, with the eventual goal of 80 decibels.

Teamsters' Safety and Health Director Durham said that drivers of sleeper cabs are exposed to 92 decibels of noise around the clock. He indicated that it was difficult to secure adequate enforcement of noise levels by the Department of Transportation.

The Environmental Protection Agency is responsible for encouraging manufacturers to reduce noise levels in equipment, according to Dr. Royster.

"I don't see any significant change for several years," he said.

Dr. Fred Ottoboni of the California Department of Health, described the serious illnesses which can result from exposure to toxic chemicals in industry and agriculture.

"Once you get an occupational disease, you're stuck with it," Dr. Ottoboni said. Occupational diseases develop slowly after lengthy exposure to substances which cause illness. Few statistics on the incidence of these diseases are available.

"Practically all occupational diseases are the result of airborne substances which the worker breathes into the lungs."

Silicosis which is known as grinder's rot, or miner's asthma, is the result of breathing rock dust.

Teamsters who work in battery plants can have longtime low-level exposure to lead which can cause anemia and weakening of the muscles. Benzene used as a solvent can cause leukemia, while carbon tetrachloride, also a solvent, has resulted in liver damage.

Organic phosphates used as pesticides were developed from German war gases. Continuous exposure can cause paralysis of the nervous system.

Dr. Ottoboni said that exposure to microwave ovens could cause cataracts, while constant use of wood alcohol as a solvent can damage the eyes.

The use of mercury in manufacturing has resulted in brain and kidney damage.

The breathing of diesel exhaust, especially in underground or enclosed situations can lead to pneumonia or emphysema.

Breathing any kind of oil in this form over long periods can lead to pneumonia. Dr. Ottoboni called for thorough testing of all chemicals before they are put to use in industry.

Dr. Irving J. Selikoff, Director of the Environmental Sciences Laboratory in New York, made an exhaustive study on the effect of asbestos on workers handling this substance. The research showed that long term breathing of asbestos fibers could lead to lung cancer. An industrial chemical called PBB (polybrominated biphenyl) has caused serious problems in Michigan. It began with a simple blunder; some bags of toxic chemicals were mistaken for look-alike bags of animal feed



Prof. Richard Ginnold, University of Wisconsin School for Workers.



Dr. Larry Royster, Acoustical Engineer, North Carolina State University.



Dr. Fred Ottoboni, Industrial Hygienist, California Department of Health.



W. R. 'Russ' Fiste, Chief, Regulations Division, Bureau of Motor Carrier Safety, Department of Transportation.

Elwood T. 'Woody' Driver, Director, Crash Avoidance, National Highway Traffic Safety Administration, Department of Transportation.



Safety and Health Conference

additive. As a result, many residents of Michigan's lower peninsula may have traces of PBB in their bodies.

There are tentative signs of possible damage with many farm residents suffering from memory gaps and poor balance and hand and eye coordination problems.

There was no such thing as PBB before 1970 when it was marketed for use as a fire retardant. Virtually nothing was known about its health effects.

"The ghost of undone research is coming back to haunt us." Dr. Selikoff has written.

Dr. Ottoboni, who is a chemical engineer, called for more active research in the potential effects of chemicals on workers and the general public before they are put into use.

Dr. Frank Ervin, of the Highway Safety Research Institute of the University of Michigan said that the focus formerly on passenger car safety is now being directed toward heavy trucks and trailers. He said the Institute is examining the behavior of trucks and trailers in order to make suggestions for improvements in handling of trucks, quality of the ride and safety. He said that experienced drivers report each vehicle of the same manufacturer feels different and reacts in various ways to road situations.

"We need more driver involvement in the regulatory process with respect to safety," said Russ Fiste, Chief, Regulations Division, Bureau of Motor Carrier Safety of the United States Department of Transportation.

"We are pleased to see that the Teamsters recognize this."

Fiste said that the truck safety functions were formerly under the jurisdiction of the Interstate Commerce Commission, and are now the responsibility of the United States Department of Transportation. He said that the drivers should be aware of the regulations with respect to hauling hazardous materials.

Fiste said that the program is based on voluntary compliance by the carriers. Because of inadequate staff, inspection of all vehicles for safety purposes is a difficult task. There are over 4 million drivers and 6 million vehicles, while the Bureau of Motor Carrier Safety has a staff of 200 persons. There is one safety agent for each 1200 carriers, which makes inspection and compliance tasks extremely difficult.

Fiste urged the continued input of the Teamsters Union on safety regulations, many of which have been improved through suggestions made by the Union's Safety and Health Department.

"Regulation 121 on brake standards for trucks and trailers is helping avoid jack-knifing," according to Elwood Driver, Director, Crash Avoidance, National Highway Traffic Safety Administration, Department of Transportation. "The anti-locking device on airbrake vehicles is one of the important contributions to truck safety."

Driver said that the Teamsters were most effective in support of the new regulation which gives better braking and anti-skidding capability of trucks and trailers.

Many carriers opposed the new trucking regulations because of cost, Driver said.

"In years to come, I believe that carriers and everyone else in the trucking industry will look back on Regulation 121 as one of the most important contributions to truck safety."

Informal evaluation of the seminar by Safety Coordinators of the five area conferences of the International Union and other representatives at the seminars rated the meeting as one of the most fruitful activities in the history of the International Union, with respect to safety of the members.

The representatives indicated a desire to have future conferences, perhaps at the area conference level, to bring safety into priority in the activities of Teamster affiliates.

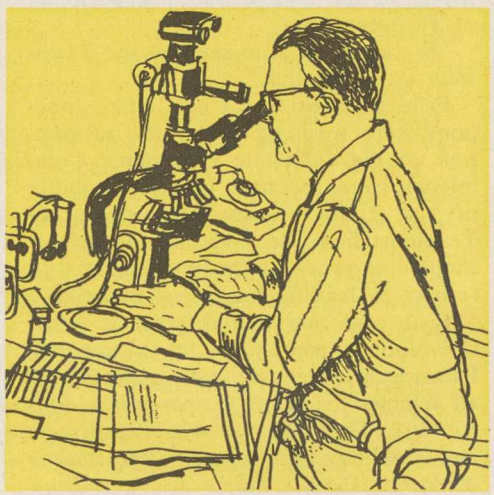
General President Fitzsimmons set the theme for the future activities in the field of safety:

"While the problems are mind-boggling, I believe the challenges are not only worthwhile, but must be successfully met."

Teamsters Hire Medical Expert To Probe Mysterious Plant Illness

TEAMSTER General President Frank E. Fitzsimmons and the International Union's Department of Safety and Health have taken action to investigate an unexplained illness affecting Teamster Local 413 members in a Columbus, Ohio electronics plant.

Fitzsimmons took the action when on four separate occasions large numbers of employees at the plant became ill, with symptoms of severe headaches, dizziness, nausea, tremors, numbness in the fingers and face, diarrhea and palpitations.



The International Union, under Fitzsimmons' direction, enlisted the services of one of the nation's leading experts on industrial medicine to investigate the unexplained illness of Teamster members at the Robert Shaw Controls Company. The Teamsters represent the company's 550 production workers.

Dr. Samuel Epstein of the University of Illinois School of Public Health and several Teamster representatives spent three days reviewing the chemicals used in the plant, walking through the areas where the illnesses occurred and interviewing affected workers.

After the first outbreak, federal, state and private health teams were brought in to try to pinpoint the cause. A careful inspection disclosed a propane gas leak above one of the ceiling panels. The leak was corrected, and the problem seemed to have been solved. However, when the illnesses occurred several more times after those repairs, the plant was closed while the health teams examined the chemical processes for a possible answer. Days of testing produced no solution, and the plant was reopened on a voluntary basis.

The local union has been on top of the situation since it began. Local 413 representatives have met repeatedly with company personnel and the health teams to make sure everything possible was being done to protect both the health and the job security of its members at the plant. In addition, a representative of the IBT Safety and Health Department visited the plant.

Anderson Pavilion Construction Begins at "Guiding Eyes" Home

Ground-breaking ceremonies for the M. E. Anderson pavilion at the future home of International Guiding Eyes, Inc., in Sylmar, Calif., were held recently. Taking part were: Teamster General Secretary-Treasurer Ray Schoessling (center right), M. E. Anderson (center), IBT vice president and western conference director, and Mason W. Warren (center left), vice president of the Laborers International Union.



CONSTRUCTION has begun on the future home of International Guiding Eyes, Inc., at Sylmar, California, with a pavilion to be named in honor of Teamster Vice President M. E. Anderson, director of the Western Conference of Teamsters.

IGE is a philanthropic organization which provides guide dogs and training free of charge to anyone 16 years or older from anywhere in the world.

A testimonial banquet last winter in Los Angeles, Calif., was attended by more than 1,000 guests honoring Anderson with $110,000 in proceeds designated for the IGE.

Anderson received IGE's humanitarian award at the banquet. Teamster General President Frank E. Fitzsimmons was the main speaker.

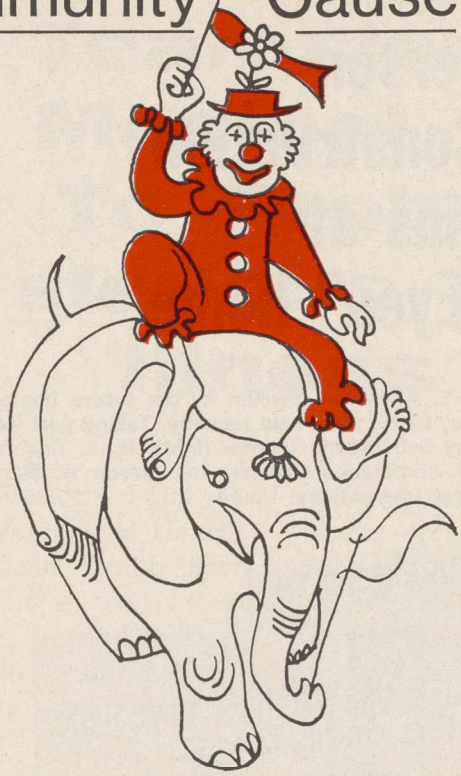
Anderson and Teamster General Secretary-Treasurer Ray Schoessling were on hand for the recent ground-breaking ceremonies at Sylmar, Calif., where the new IGE center is to be constructed.

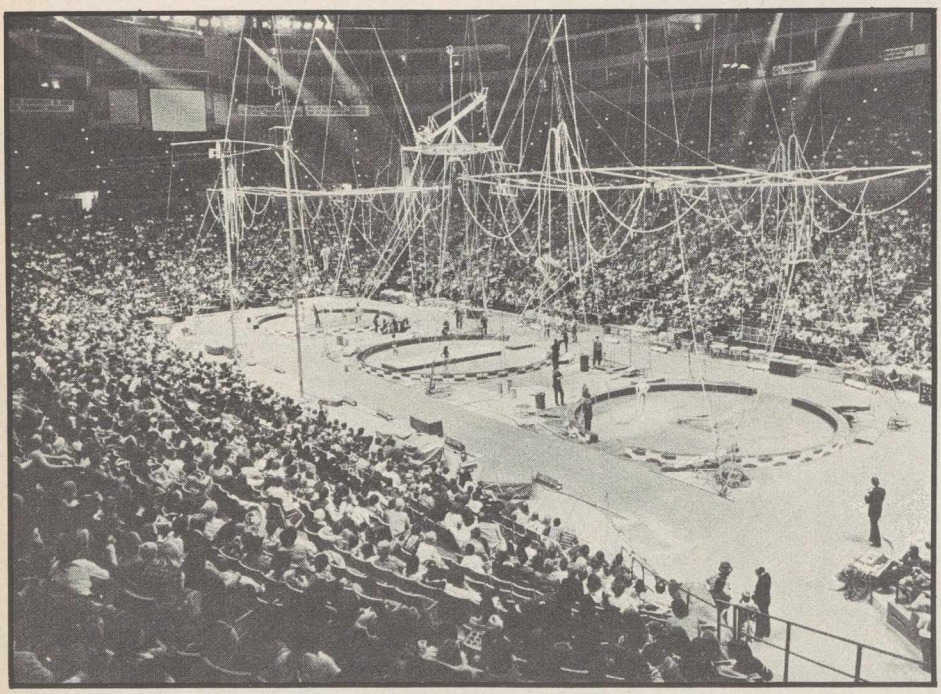
Also taking part in the ground-breaking ceremonies was Mason M. Warren, a vice president of the Laborers International Union.

The Anderson pavilion will house the kitchen, dining room, recreation center, reading and music rooms for blind people taking the training with their dogs.

$50,000 Community Cause

16,000 Ohio Teamsters See Greatest Show on Earth





17,000 rank and file Teamsters attended Teamster Night at the Circus sponsored by the Teamster Joint Council 41 Sports Committee, Inc., and the Ohio Conference of Teamsters.

A throng of 16,000 Ohio Teamsters roared approval of "Teamster Night at the Greatest Show on Earth brought to them by the Greatest Union on Earth" November 12, as Teamsters and their families and Teamster retirees played host to 4,000 underprivileged and handicapped persons at the Coliseum in a colorful demonstration of Teamster Power at work for the good of the community.

Upwards of $50,000 was raised for civic and community causes by this event, which climaxed the efforts of Teamsters Joint Council 41 Sports Committee, Inc., a grass roots charity fund raising organization barely 18 months old.

When Tim Holst, a ringmaster of Ringling Bros. and Barnum & Bailey Circus, took the mike at the conclusion of the glittering show, he asked the audience:

"Teamsters and Teamster Friends! Did you have a good time?" The answer was a thundering "YES!"

"Would you like to come back next year?"

"YES," just as loud.

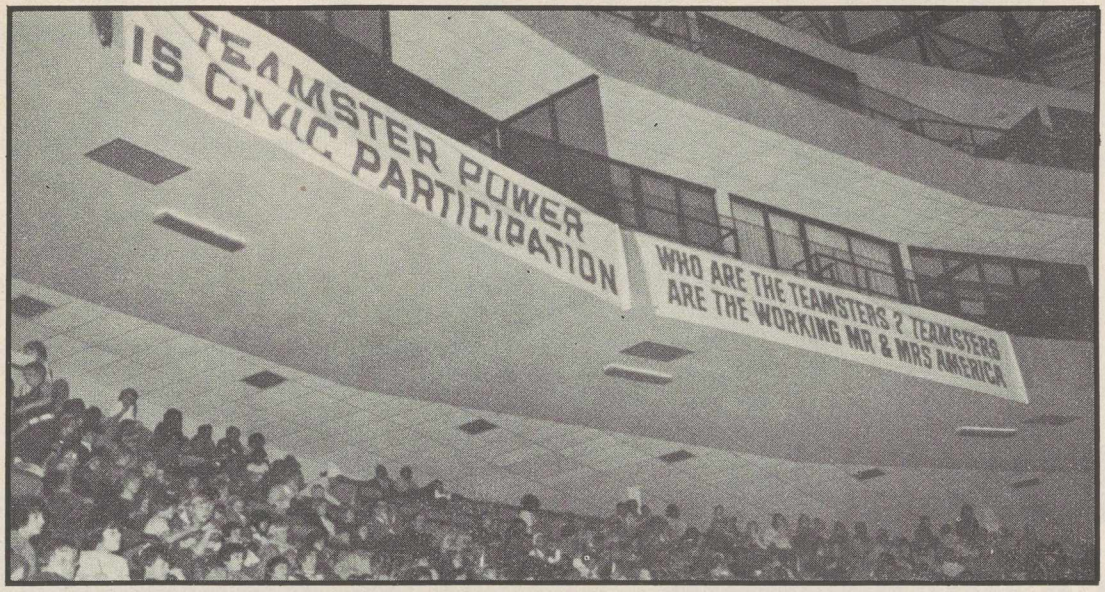
The rousing success of Teamster Night at the Circus, a first of its kind for the "Greatest Union on Earth" was due in great part to the generosity of companies, individuals and Teamster locals who bought the circus tickets to help the Sports Committee fulfill its pledge to help people in need.

The spirit of the occasion was expressed by banners and by a flier headlined "TEAMSTERS ARE PEOPLE WHO HELP PEOPLE!". Within a couple of days letters came in from many rank and file Teamsters and the 30-plus charitable agencies which benefited from the 4,000 circus tickets distributed to them. Unanimously, the letters expressed appreciation and thanks to "The Teamsters" for their generosity.

Distribution of the net proceeds of the Teamster Night benefit will be announced shortly by the Sports Committee.

Teamster Night is seen as the first in a series of major projects that will further solidify the Sports Committee's reputation as a potent charity fund raising organization.

Teamsters Joint Council 41 Sports Committee, Inc., is a tax exempt fund raising organization completely independent of the IBT and dedicated to creating a program in Ohio that would sponsor programs and events in support of social agencies assisting underprivileged or handicapped people.

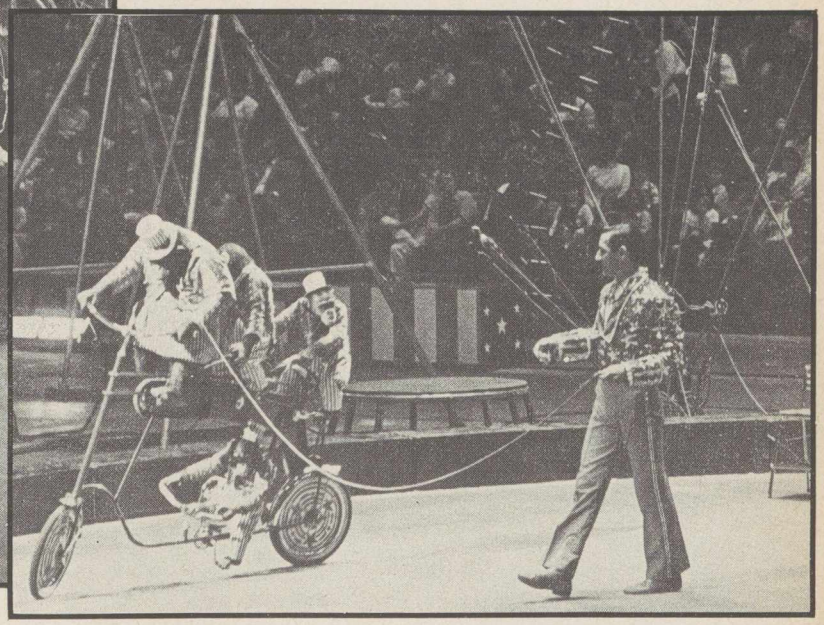


Banners draping the coliseum proclaimed "Teamster Power Is Civic Participation," and "Who are Teamsters? Teamsters Are the Working Mr. & Mrs. America."



Watching the action in the center right with 17,000 Teamsters were senior citizens, orphans, retarded children and other guests of the Joint Council Sports Committee.

Barnum and Bailey and Ringling Brothers Clowns begin their growing machine act before the growing Brotherhood of Teamsters.



hurricane

Teamsters Help La Paz Battle Liza's Devastation



The devastated remains of a house in the path of the flood.

LIZA WAS NO LADY. Not when she cut across the southern tip of Baja, California, the first hour of the first morning of October, ripping out the levee above the city of La Paz, Mexico and letting loose a nine-foot wall of water that stampeded through the streets, taking houses, cars and hundreds of men, women and children with it.

Entire neighborhoods were wiped out by the 130-mile-an-hour winds and raging waters—leaving them prostrate, gasping for breath, heaving. The eye of the storm came through the heart of La Paz. It was the old "one-two."

The power plant was hit. No electricity. The water supply was out of operation. When the first few words trickled out of the stricken city to the waiting world, the report was met with a gasp. First reports said a couple of hundred were dead. The official count reached 630, before officials stopped counting.

The rain was still pelting the Mexican port city as Teamster firemen, 850 miles to the north, heard the disaster reports and began an effort that would bring help to the stricken city.

The emergency relief drive—which would involve a hundred Teamsters in at least five California locals and bring 20 tons of food, medicine, blankets, cots and supplies to the survivors of the devastating hurricane, with the promise of more to come—began in Redondo Beach, California, where concerned citizens responded to the anxious calls for help.

Under the Sister Cities Program, Redondo Beach had been the sister to La Paz for 15 years, and Mexican officials immediately contacted them for aid.

The fire department, whose members belong to Teamster Local 911, swung into action. They began a drive for desperately needed clothing, food, blankets and medical supplies. Plans were made to send down a delegation of paramedics, along with cases of medicine and crates of food.

Reports said La Paz was in chaos. Mud and water had destroyed thousands of homes. As the hurricane toll increased, Redondo Beach stepped up its efforts. More supplies were gathered as the firemen and their families began picking up and packaging needed materials they had solicited from the community.

As the cartons piled up, the problem of transporting it all to Baja, California





Water bottles sit in the Mexican sun awaiting transport to disaster zone which was without water for three days. The Teamster arranged Golden West plane (background) is ready to receive additional cargo at the Tijuana airport.

became an urgent one. What was more natural than to have Teamster Airline Local 2707 deliver the goods. Local 911's secretary-treasurer, A. Dotson Bennett, called Marvin Griswold, secretary-treasurer of Local 2707, for help.

Within hours, the president of Golden West Airlines, Jim Harmon, offered one of his company's Twin Otters. Golden West pilots and Local 2707 members, Captain Don Singleton and First Officer Rory Hendricks, volunteered their services as the flight crew.

Redondo Beach firemen Ron Kittell, Pat Aust, and Bernie Paine, a paramedic, all Local 911 members, volunteered to go along on the flight.

Then came word that kitchen utensils were urgently needed—pots, pans, dishes, and eating implements. So Teamsters got busy again.

Golden West's Harmon was called again; and this time Swift Aire Airlines volunteered one of its sleek twin-engine Navajos, piloted by Captain Stephen C. Larson, to transport an advance party to La Paz for an inspection tour.

Father Henry Vetter, executive director of Aid for Baja, California, and Otto Neil, of the Christian Pilots Association, offered their services. Neil had housekeeping equipment and supplies for the Baja city. It was Father Vetter, known as the "Barrio Priest" and an old hand in the Baja, who provided the know-how that smoothed out the bumps to the peninsula and ironed out the wrinkles in Mexican red tape.

Teamster aid was on its way fast. The newspapers were still detailing the disaster stories when the two relief mission aircraft were loaded for takeoff at Los Angeles International Airport.

The flight had two objectives—to bring, as soon as possible, aid and supplies, and to survey the scene to determine what further supplies and assistance would be necessary.

La Paz, once almost inaccessible except by air and sea, has become a resort and port city of 60,000. A new highway completed in the last two years has brought more tourism and residents from mainland Mexico to the city, located at the tip of the dry, rugged peninsula that juts down from California. Yet one-third of the city now stood devastated.

Crates, cartons, and a field of plastic water bottles sat in the hot sun waiting for cargo space to the disaster area when the planes set down at Tijuana to await flight clearance for La Paz. The pilots are told there are very few flights south.

They respond to the situation by cramming all remaining space on the planes with supplies. Singleton watches his tires flatten with the additional weight and laughs, "Another pound and I won't get up off the runway."

Evening had come to La Paz when both planes, within minutes of each other, arrived. The Red Cross was there waiting and the group was taken to the Los Arcos Hotel where the Bishop of Baja met them and apprised them of the situation.

In an inspection tour of the stricken area the following day, the contingent saw a desolate scene. Tearful, still-dazed people were wandering about, staring at the earth where their homes had stood and their families had lived. Where there once was a town is just a large plain of sand—five miles long and three-quarters of a mile wide. Every now and then, a car or ruptured roof sticking up from the ground would remind the group of what had happened.

Three small villages literally were wiped away by the raging wall of water sweeping down the valley, their guide said.

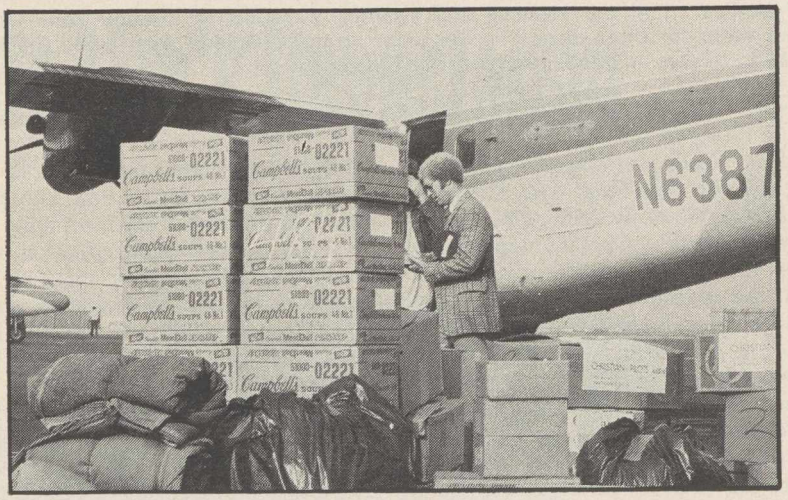
Describing the scene when the dam burst, he told them: "All of a sudden a roar of water sent everyone into panic! One man tried to escape with his wife holding one hand and two children grabbing the other. But the force of the water was too powerful—his wife was torn loose, and then his children were





The violent force of the flood is evidenced by the total destruction of this auto caught in the path of the La Paz disaster.

The necessary relief cargo is being loaded on a mercy-mission plane.



Teamsters load relief supplies for La Paz.

dragged away as he grabbed after them. Others were literally crushed as the cars in which they sought to escape were mangled by the raging waters."

In downtown La Paz, the damage was limited mainly to broken windows, uprooted trees and torn roofs. The water had dug four-foot gulleys and mud filled the streets up to two feet deep.

There were about 40,000 homeless, being sheltered in churches, schools and hastily erected tent cities. Local officials expected the death toll to rise to more than 1,200, most of them children. Some estimates ran even higher. There was no way of telling.

La Paz was a city of mourners. With candles and torches they combed the darkness for days in the aftermath of the holocaust, searching for relatives and friends and what might be left of their possessions.

The distribution of the emergency medical and other supplies was left to local officials and the Teamster-led mission departed the following day.

"All these homeless people! All the help we brought isn't nearly enough," Father Vetter said as the group left La Paz. He turned to the party for reassurance. "Will the Teamsters continue to help?"

The answer was yes. The drive for supplies was to continue in all parts of California. Local 2707 and the Redondo Beach Sister City program have coordinated a continuing airlift of supplies to La Paz with Hector Aizpuro, Aeromexico's LAX station manager.

The Mexican airline will carry to the smashed city equipment and supplies donated by Teamster members and friends that have been accepted at the Redondo Beach firehouse. Aizpuro is a former shop steward and member of Local 2707.

Many Teamster locals pitched in to help. Freddy Sanchez, secretary-treasurer of Local 750 in northern California and president of the Cannery Council, was helping to raise tons of food. Ben Gurrera, business agent for Local 865 in Santa Maria, was busy arranging for transportation. Secretary-Treasurers Robert Britt of Local 748 in Modesto and Dick Benevento of Local 679 in San Jose, along with David Padilla, president of Local 601 in Stockton, were planning a giant drive to produce needed supplies that is expected to continue into next year.

Together, these Teamsters had proved that when it comes to helping people in trouble, their hearts are as large as the Union which represents them.



Norman Greene New Airline Director

Norman Greene, a 20-year veteran of the Teamster movement, has been named chairman and director of the International Union's airline division.

The new airline leader began in the Teamster movement as a member of Local 713 in Chicago and now is a member of Local 781.

Greene will direct the affairs of the airline division from the International Union offices in Chicago, to more centrally locate the administration of the airline division.

The new chairman and director has been involved in airline affairs for years. He served as chairman of the Central Conference of Teamsters airline division and was part of early Teamster organizing in that industry.

Greene recently moved to the International Union after having served as an executive assistant to the Director of the Central Conference and now also serves as an assistant director of organizing.

A delegate to the recent International Union convention in Las Vegas, Greene served as convention coordinator for the Arrangements Committee headed by General Secretary-Treasurer Ray Schoessling.

While associated with the Central Conference of Teamsters, Greene took an active part in community affairs and still serves as a board member of the Little City Foundation in Palatine, Illinois, a Teamster sponsored institution for retarded children. He is on the advisory board of St. Mary of Nazareth Hospital in Chicago.

Indiana Teamsters Retain Right to Do Their Work

A DOZEN members of Teamster Local 1049 in Elkhart, Ind., received a total of $17,000 in backpay recently as a result of a National Labor Relations Board ruling upholding their right to maintain their job integrity without supervisors doing the unit's work.

Jimmy Skipper, president of Local 1049, said the members employed at LaBour Pump Co., in Elkhart for several months had a great deal of trouble keeping supervisors from doing bargaining unit work.

Several times the local union brought grievances in and the management promised to stop the supervisors following arbitration awards in which the company was advised of improper action.

Finally, Skipper concluded the company's promises amounted to little more than lip service. The Teamster officer instructed the stewards at LaBour to keep a log of all time spent by supervisors doing bargaining work.

After four days of this activity by the stewards, the company decided it would no longer allow the stewards to keep such records. The stewards insisted they had the right to do so. By way of response, the company sent nine of the stewards home.

Shortly afterwards, a Local 1049 business representative met with the management and got the nine stewards back to work with the strict understanding that in the future the supervisors would not get involved in doing bargaining unit work.

Things began to get worse then. The next day, the company posted an improper job bid and reneged on a recent arbitrator award. The result was a wildcat strike that lasted seven days before the Teamster members could be convinced they should return to work.

When the day shift came back to the job, the company immediately fired 12 men, allegedly for their "failure" in preventing the strike.

Local 1049 filed an unfair labor practice charge with the National Labor Relations Board. A couple of months later, the NLRB notified the LaBour Pump Co., that unless it was willing to arbitrate the firings, the Board would issue a complaint against the company.

The company refused to arbitrate the case. The Board subsequently issued the promised complaint.

Immediately prior to the time of a Board hearing, the company settled with the Teamster local union, agreeing to pay $17,000 in backpay and give full reinstatement for those members who chose to return to the job.

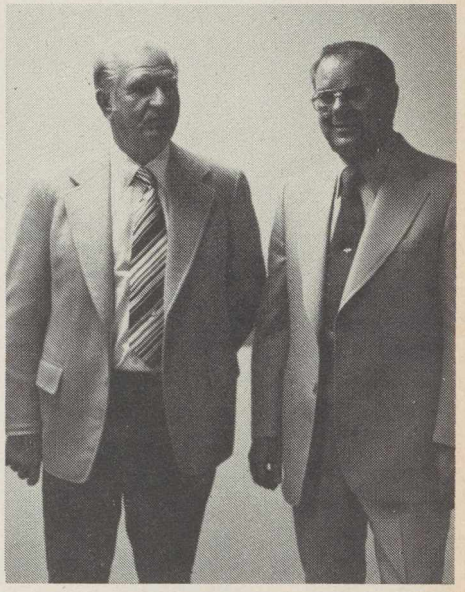
Winnebago Workers Look to IBT

The nearly 3,000 production workers of Winnebago, in Forest City, Iowa, are seeking membership in the International Brotherhood of Teamsters.

International Union organizers have responded to the requests of the workers and are assisting them in forming a collective bargaining unit.

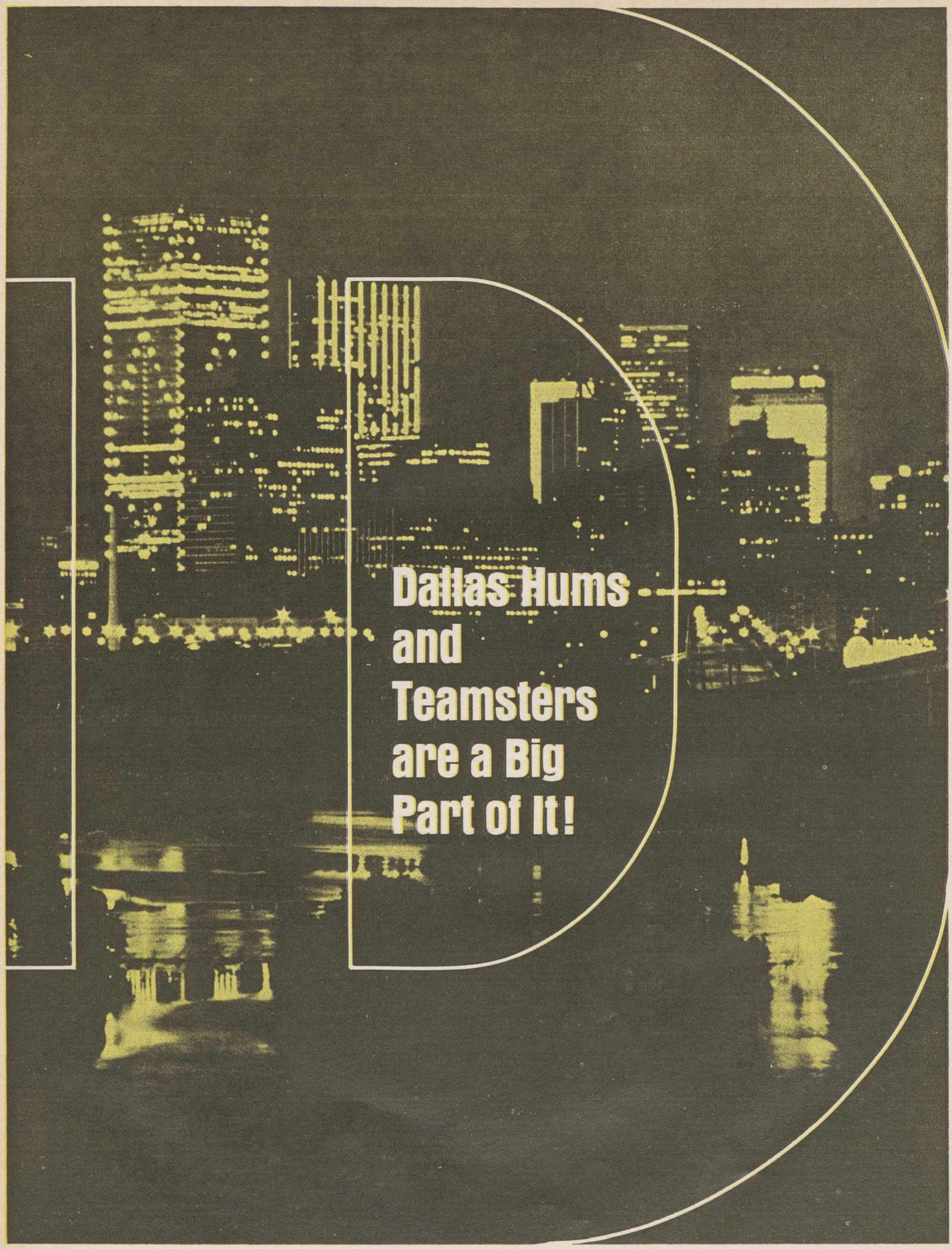
Winnebago is the largest manufacturer of mobile homes.

The International Union organizing department and the Central Conference have directed its organizers to assist Winnebago workers in every way to form a collective bargaining unit and gain better wages, hours and working conditions.



Schoessling Attends Local's 'Open House'

General Secretary-Treasurer Ray Schoessling attended an "open house" sponsored by Teamster Local 2747 of Bloomington, Minn., as the new union of airline employees opened for business. Schoessling is shown with George P. Kurtz (right), secretary-treasurer of the union chartered recently.


Dallas Hums
and
Teamsters
are a Big
Part of It!

With much affection they call it "Big D." And big it is, even by Texas standards.

The city of Dallas covers 296 square miles and its marketing area services 20 per cent of the nation. Its airport—largest in the world, nine miles long and eight miles wide—is bigger than the entire island of Manhattan.

The Dallas Market Center has the largest display area in the world. The city hosts the largest state fair in the nation, the largest home furnishing market in the United States, the largest bank in the South, the largest. . . . Well, you get the picture. Dallas is a big place with big people filled with a big pride for Dallas.

Dallas, one of the fastest growing cities in the Southwest, has expanded by leaps and bounds. In the early 1840's John Neely Bryan settled on the banks of the Trinity River and extolled to all passers-by that someday "a great city" would enhance his prairie and he'd name it for his friend Dallas. He did . . . he was right and his river fording has become the nation's eighth largest city. Today a city of modern skyscrapers rises above the flat lands around this site.

Dallas has become one of the business and cultural centers of the Southwest—the area comprising Texas, Oklahoma, Louisiana, New Mexico, Mississippi, and the western part of Tennessee. It is one of the nation's leading export cotton markets and ranks high in the nation as a fashion center. Dallas is also a leading financial and business center in the Southwest. The main offices of many oil companies are located in Dallas. The city also serves as the headquarters for drilling contractors, lease and royalty brokers, and allied interests. Dallas is particularly noted as a medical research center.

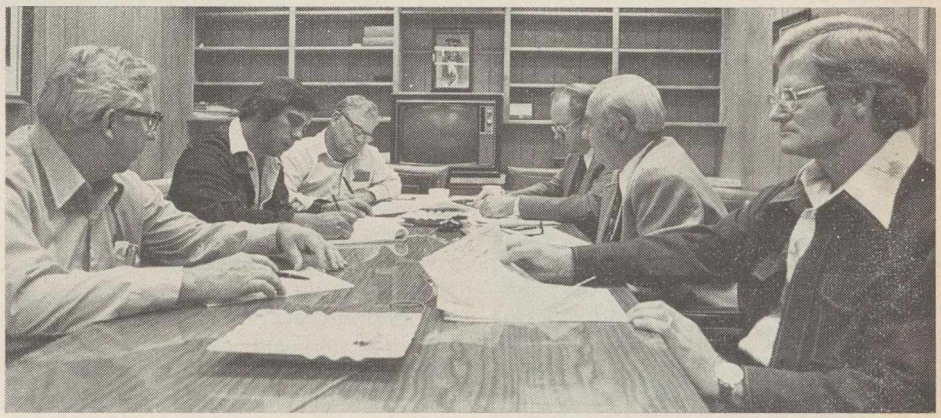
Located in the northern reaches of the subtropical belt amidst rolling hills and rich grasslands interlaced with woodlands, Dallas offers the perfect environment for farming, ranching and cattle production.

It is also the transportation center of the Southwest, being serviced by most of the nation's leading airlines, railroads and bus companies. Twelve major commercial airlines, including Braniff, American, Delta and Eastern among others, and six commuter airlines serve the area, with more than 800 scheduled flights a day arriving or departing Dallas's terminals. In less than three hours, a traveler can reach either coast; in two hours, he can be in Chicago or Mexico City.

All roads lead to Dallas's industrial center. It is on seven spokes of the Interstate Highway System, plus the interstate loop. It is served by 14 additional major highways, 9 railroads, 4 bus lines, 41



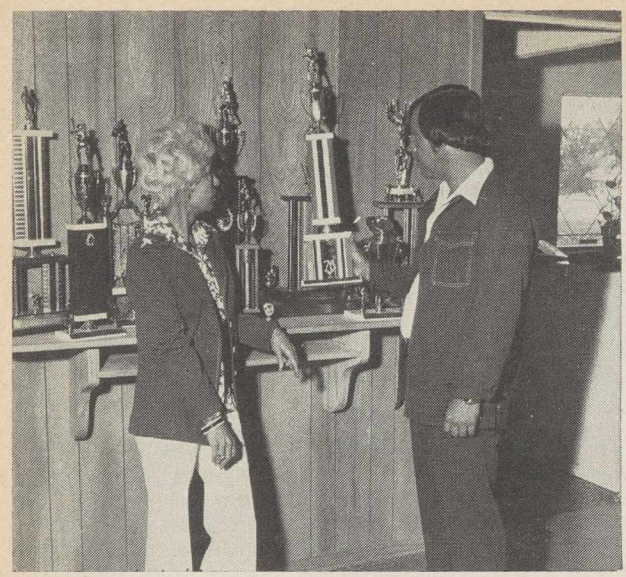
Dallas Teamster Business Representatives see to moving everything and everybody that moves in Dallas. The many types of businesses represented say much for the skill required by the group pictured here. From right to left around the table: Charles E. Rogers, president and business representative; Garland Moore, business representative; E. T. "Toots" Johnson, recording secretary and business representative; George S. Prda, vice president and business representative; Ray Monk, business representative; L. Z. McCoy, trustee and business representative; Mike Kline, Alexander Thomas, L. S. Burns, Jr. and E. L. Jennings, Jr., business representatives; and Charles E. Haddock, secretary-treasurer and business manager. Absent when the picture was taken was R. L. Perkins, business representative.



The Joint Transfer Cartage and Garage Grievance Committee meets the first Tuesday of each month at headquarters in Dallas. The committee sessions can be long ones since its responsibilities cover all of Texas and Northern Louisiana. Part of the Committee, from left to right around the table: William M. Hays, secretary-treasurer and business agent, Local 568; Marvin Schlinke, president and business agent, Local 19; Ray Shafer, president and business agent, Local 657; A. D. Gearner, Jr., president, Texas Cartage Terminal Warehouse; Bill Driggers, general manager, Sullivan Transfer Company; and Glenn F. Blackwell, personnel director, Piggly Wiggly Operators' Warehouse, Inc., Shreveport, Louisiana.



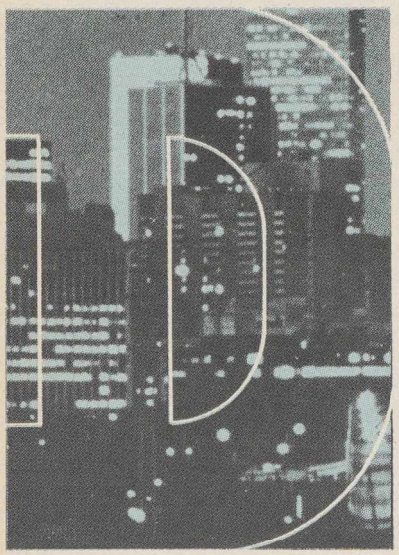
Spirits run so high at Local 745 that our cameraman could not get staff members to stop their duties long enough for picture taking.



Proudly admiring a few of the trophies Local 19's two softball teams have won are Marvin L. Schlinke, president of the Local, and Gladys Gauggel, secretary-treasurer. Gladys Gauggel has worked for the Local since it started on July 7, 1969, and is one of a growing number of female secretary-treasurers in the International Union.

Lonnie Bell and John Grubbs flank Ray Monk, business representative.





general commodity motor carriers, and numerous specialized and contract carriers, which facilitates movement of goods to and from the city.

Visitor attractions span the spectrum from the nationally renowned Six Flags Over Texas and Lion Country Safari to three prominent wax museums with special events thrown in for good measure including the annual State Fair of Texas held each October.

For generations the Southwest has looked upon Dallas as its center for entertainment of every type. Offerings range from summer musicals to civic opera to symphony orchestra concerts to rodeos, road shows of all types, baseball, football, and excellent night clubs. Ice shows are held at State Fair Arena. Various clubs frequently bring artists, dancers and lecturers to Dallas. Art museums, theater, music and historical interests are satiated with some of the finest works found anywhere.

There are sports galore; the Dallas Cowboys, Texas Rangers, Dallas Black Hawks hockey, Dallas Tornado soccer, World Championship Tennis, the Byron Nelson Golf Classic and the annual Cotton Bowl clash.

With all these activities, plus its reputation as a trade, industrial, communications and transportation center for the entire Southwest, there's little doubt why the Teamsters of Dallas remain busy year-round, engaged in every activity imaginable.

Unlike many regions of the country, the welcome mat is still out in Texas and no city in the state does more than Dallas to encourage individuals, companies or whole industries to move in and become part of the family.

While other cities were attempting to limit population growth, Dallas community leaders were moving in the opposite direction. They established the North Texas Commission in 1971 to spread the word of welcome to other sections of the United States and to other major industrial nations.

While some communities saw population growth as a threat to their economies, adding to the cost of services supplied by the cities and taking jobs from established residents, Dallas gambled the economy would be fueled by growth. The wisdom of that bet was proved when Dallas became one of the nation's few bright spots during the recent recession. Unemployment levels remained far below the national average.

Dallas Teamsters, like their city, are both big and friendly. They are deeply involved in the process of making the city run. They take pride in the vital contribution they have made to the city's growth and are confident of their role in its promising future.



"Smokey" C. L. Vanover, vice president of Local 19.

Dallas Teamsters have organized the world's largest manufacturer of plastic dinnerware. The firm ships into every state of the nation and overseas and manufactures every step of the process from compound to finished product under trade names of Dallasware and Texasware. Pictured are Aulbin Aikins and Ruthie Wrigley.



And, like the rest of Dallas, they are on a fast track. Fast and varied, for the 15,000 Teamsters in "Big D" are involved in many facets of the city's frenzied activities.

Between Local 745 and Local 19, Dallas Teamsters are responsible for moving just about everything and everybody that moves in Dallas. The diverse interests of the companies the business representatives negotiate with require that these Teamsters have finely honed bargaining skills if they are to adequately represent their members. And the Teamsters come through with flying colors, as evidenced by the numbers within their ranks in Dallas.

Local 745 represents most of the Teamster members engaged in any kind of activity around the city, be they drivers for Safeway stores, the largest operator of its own fleet in the nation, which employs 325 road drivers to handle its marketing operation, the cutters, warehousemen, shipping and receiving personnel who processed the Bigelow carpet you may be walking on, or the workers who made the pasta you had for dinner last night as employees of the American Beauty Macaroni Co.

The drivers who delivered that six-pack from Anheuser-Busch or Schlitz to your local store; the personnel who made the putty, caulking or other DAP product you used to fix that basin last week; the lumber leadmen and other personnel who work at Georgia Pacific processing wood and plywood for your daily use; the employees involved in getting Heinz catsup and relish out of the warehouse and onto your kitchen shelves; the work forewoman who made sure your Nabisco crackers met the highest quality standards; the people at PPG Industries Inc. who work at a variety of jobs giving you the glass you need in your daily life; the Uniroyal warehousemen who make sure the tires roll out of the factory on schedule; and the people working at Wilson Sporting Goods Co. who have a hand in any victory your local Little League, bowling team or tennis buff has, if Wilson made the ball used in the effort—they're all Dallas-area fellow Teamsters who are among the 12,000 members of Local 745.

But Local 745 is by no means the only local in Dallas. Local 19, headquartered in the city, covers every airport in Texas, Arkansas, Oklahoma and Louisiana—a far reaching bargaining area. The local boasts more than 3,000 members at 14 different airports. Except for air freight forwarders (which come under Local 745) Local 19 handles everything that moves in and out of Dallas by air.

The Local handles the downtown ticket offices, covers pilots, clerical, reservations, rent-a-car and stock clerks, freight handlers and mechanics and is the only airline local with its own building. It is the local sponsor of two softball teams, one for men and one for women, and as the dozens of trophies displayed in its office show, sponsors real winners.

Two of Local 745's business representatives have watched both the City of Dallas and the Teamster locals grow. Ray Monk and L. Z. McCoy figure they have known each other about 21 years from the days when they both were jockeying rigs. McCoy moved to Dallas in 1948 when it was a small town of 80,000. Today, almost a million people live in the city.) Monk is a native Texan who grew up four miles from his school and made the trip every day by horse. Both note the rapid changes seen in the city during that short period. Dallas doesn't stand still; it's still aiming for bigger and better things, as the completion of the mammoth Dallas-Fort Worth airport complex several years ago shows.

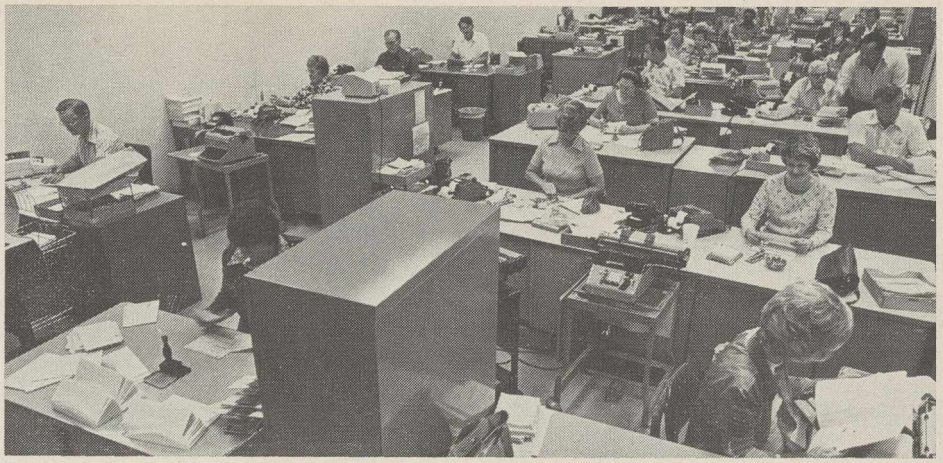
Monk supervises the Teamster operation at the Schlitz Brewing Company where four million barrels of beer are brewed and canned each year. Seven hundred Teamsters participate in the operation which is rated as one of the most efficient in the nation.

Along with representing many of the truck drivers, and maintenance personnel in the city, the Teamsters represent between 2500 and 3000 grocery warehousemen in "Big D."

Dallas Teamsters have also been involved in many major motion pictures shot in the area, including films like Logan's Run and Drive-In, where Teamsters helped move the props, and did many other jobs on location.

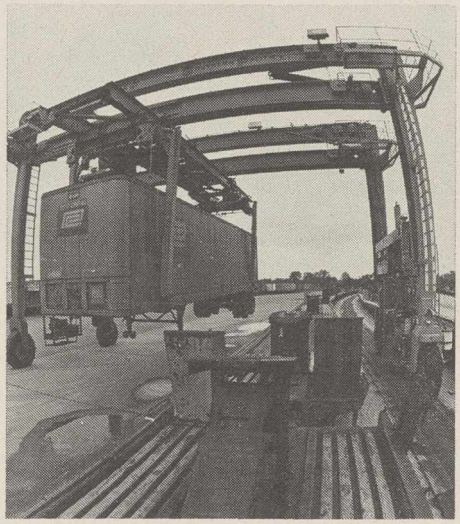
The name Texas comes from an Indian word meaning "friendly"; its state motto is friendship. And the City of Dallas has been all that and more to the Teamsters who are working so hard to make "Big D" even better. It's a partnership that works well.

The entire office and clerical staff of the Southwestern Transportation Company belongs to Teamster Local 745.





Gilbert Systems Co., in Arlington, Texas, whose employees all belong to Teamster Local 745, prepares garments and goods with price and size tags before they are shipped to retail stores.



Moving MY-JACK crane trailers, here being handled for the Cotton Belt & Southern Pacific Railroad, is routine work for Local 745 members at Southwestern Transportation Co.



Teamsters at the Red Ball Motor Freight repair shop are responsible for keeping tires, batteries and engines of the company's fleet in working order.



Kroger warehouse personnel, all Teamster Local 745 members, keep food moving from the loading dock to storefront.



At the Affiliated Foods Produce Warehouse, food is readied to be dispatched to stores around the city.

Joint Council 80 and the Texas Conference of Teamsters are also headquartered in Dallas. Charles Haddock is Secretary-Treasurer of both organizations.

Joint Council 80 consists of all local unions in Northern Texas and Northern Louisiana, a wide stretch of territory from Shreveport to Amarillo. The president of Joint Council 80 is William Hays.

The Texas Conference of Teamsters includes all local unions in the State of Texas and Northern Louisiana.

Fitzsimmons Lauded

Israeli Premier Recognizes Teamster Support For His Country

Teamster President Frank E. Fitzsimmons was highly praised by His Excellency Abba Eban at an American-Israel Friendship League Award Dinner honoring New York AFL-CIO Carpenters Union leader Theodore Maritas as "an American labor leader whose work has greatly increased Israel's ability to defend herself."

Eban spoke in New York to more than 1500 people who had come to salute Carpenters Local 2947 Secretary-Treasurer Theodore Maritas. The Dais guests included Mayor Abraham Beame, Senator Birch Bayh, Congressman Mario Biaggi, N. Y. State Supreme Court Justice Abraham J. Multer, Senator-elect Daniel Moynihan, Labor Secretary W. J. Usery, Joint Council No. 16 President Joseph Trerotola, Director of the Eastern Conference and N. Y. Building Trades Council President Peter J. Brennan.

Said Eban: "Several years ago I was prevented from attending a prestigious affair at which Teamsters President Frank Fitzsimmons announced the purchase of $26 million worth of Israel Bonds, a sum which has never been equalled in all the years of Israel's existence.

"It is that leadership in the labor movement which not only reinforces Israel's economy, but also provides the central bastion of Israel's security as well. If you ask me what reward America gains from this investment of friendship, I can say you gain the strength of freedom, because it is Israel that bears the burden of the fight against international terrorism in the Middle East.

"I also wish to take this opportunity to thank another great Teamster leader, Joint Council No. 16 President Joseph Trerotola, a man I have known personally for years. I would like him to convey to Mr. Fitzsimmons our deep and lasting gratitude for all the Teamsters have done in the past, and continue to do in the present."

Trerotola, who received a long round of applause from grass roots Teamster officers, and their AFL-CIO counterparts, said, "It is very gratifying to hear a man as respected as Abba Eban commend our organization and our president for our contributions to Israel's growth. Our union has never wavered in its support for freedom, and it will never do so."



TEAMSTERS APPLAUDED—At a Testimonial Dinner honoring an AFL-CIO building tradesman, Teamsters International President Frank Fitzsimmons was praised by His Excellency Abba Eban (extreme right) for raising $26 million for Israeli Bonds. Vice President Joseph Trerotola (center) was enthusiastically applauded as he pledged continued loyalty to that beleaguered country. Trerotola tickled the funny bone of Labor Secretary W. J. Usery (l.) Guest of Honor Carpenters Local 2947 Secretary-Treasurer Theodore Maritas (2nd from r.) and West Point Chaplain and Toastmaster Abraham Soltes by describing himself as "The Italian Kissinger." "I am shuttling back and forth between 3 Israeli dinners tonight," Joe T said.

STATE OF THE UNION

Clarification on Pension Benefits

An article in the October, November 1976 issue of the International Teamsters magazine about the Central States Pension Fund needs clarification.

The article, "Central States Pension Fund Just Keeps Rolling Along" has been misunderstood by some and apparently was misleading to others. The case in point was a paragraph which read: "A Teamster with 20 years service may retire at age 57 and draw a monthly pension of $450 per month for life. Or a Teamster with 20 years service may retire at age 60 and receive a pension of $550 monthly for life."

The problem apparently stems from insufficient qualification in the article as to who 'may' retire at the top pension benefit class. The article did not mean to imply or give the impression that all retired Teamster members receive $450 or $550 a month for life, depending on their retirement age. Many factors influence the final retirement amount—age at retirement, amount of employer contributions, years under the collective bargaining agreement, and years of service.

In that regard, the Central States Pension Fund does not differ from Social Security or any other pension plan. Benefit levels are established according to actuarial tables. The actuarial tables spell out the amount of pension benefits based on the amount of employer contributions paid into the fund on behalf of each participating member.

Employer contributions to Teamster pension plans are part of the collective bargaining process. In ratifying collective bargaining agreements, members approve what amount of a negotiated money package goes to wages and what part goes to fringe benefits such as pensions.

To insure that all members in the Central States have pension opportunities, employer contributions begin as low as $3, increasing to $5 weekly under the present collective bargaining agreement, on behalf of an employee. If the employee meets the years of service requirements under the pension plan, his normal retirement benefit based on this $3 to $5 weekly contribution rate is $90 monthly for life.

Benefit levels—again according to the weekly contribution made by the employer—can run as high as $550 monthly for life, for employees meeting all other requirements and whose employer has been making the maximum weekly contribution into the Central States Pension Plan.

The maximum contribution will run, for example, $31 weekly per employee under the National Master Freight Agreement in the third year of that contract. In all, there are seven employer contribution rates resulting in seven pension benefit schedules.

If you are in doubt about your pension program and the benefits you are receiving or will receive upon normal retirement, check your collective bargaining agreement.

Kentucky Governor Appoints Winstead

Marion M. Winstead, president of Teamster Local 89 in Louisville, Ky., recently was appointed to a state commission by Kentucky Gov. Julian Carroll.

Winstead was named as a member of the Commission on Corrections and Community Services.

A Cushiony Assignment For Local 78

McCarthy's Inc. says its seat cushion (featured in the September *International Teamster* What's New section) cushions your back orthopedically.

They have had help in this job for more than 25 years from Teamster Local 78 in Oakland, Calif., which has the small manufacturing company under contract.

The local represents approximately 25 seamstresses, shipping and receiving clerks, and combination employees who produce and package the item.

While small in size, the company's Teamster personnel turn out an excellent product that is shipped worldwide, according to Local 78 Secretary-Treasurer William York. York adds that his own back can substantiate the product's claim of "relieving discomfort that plagues many drivers after driving long distances"; he has used one for many years.

Felicetta Retires

Some 1,000 guests including General Secretary-Treasurer Ray Schoessling (right) took part in a retirement banquet for Tony Felicetta (left) who stepped down as chief executive officer of Teamster Local 792 in Minneapolis, Minn., to end a 35-year career of leadership. Shown with Schoessling and Felicetta is Father Sahlbetter. IBT Vice President Robert Holmes of Detroit, Mich., also attended the affair chaired by Jack J. Jorgensen, president of Teamster Joint Council 32.



Standing Alone or by Comparison- The Central States Pension Fund Looks Good

IN A CONTINUING effort to dispel erroneous and false statements in newspapers and on radio and TV about the Central States Pension Fund, the *International Teamster* this month presents another report.

This report is a comparison of the Central States Pension Fund with other pension trusts. The comparison is gathered from other publications and lists the dates these comparative statements were published.

These comparisons are offered against the following background:

The Central States Pension Fund has assets of $1.4 billion. The approximate rate of return on the total Central States portfolio is 4.5 per cent.

The rate of return on the Central States Pension Fund real estate portfolio is approximately 6.2 per cent.

Over $20 million in pension benefits are paid monthly to 70,500 retired Teamsters from 300 local unions in 33 states.

No pension payment has ever been missed for financial reasons, and over $1.25 billion has been paid out to retired Teamsters since the fund's inception.

The vast majority of loans are income producing. And, 92.5 per cent of all pension applications are accepted, an acceptance rate which exceeds the acceptance rate of the Social Security Administration.

Comparison With Other Trust Funds (on funding)
(Central States Pension Fund is fully funded)

The pension system of the Federal Government is more than 90 per cent underfunded.

The Social Security System's liabilities exceed assets by a ratio of 40 to 1. The Social Security system now has liabilities in excess of $2.4 TRILLION.

INSTITUTIONAL INVESTOR—August, 1976

The District of Columbia has reserve funds to pay only 4 per cent of its pension obligations.

The Massachusetts pension system is run on a "pay as you go" basis where the funds are secured as claims come in. Thus, it is "zero" funded.

Maryland's public employee retirements system, covering 135,000 workers, has $2.5 billion in pension obligations which are unfunded.

WASHINGTON POST—July 26, 1976

100,000 former railroad workers and 30,000 spouses failed to receive $2 billion in pension benefits in order to keep the Brotherhood of Railway and Airline Clerks pension fund from going into bankruptcy. Without the cuts, the fund was projected to be bankrupt by 1981.

WASHINGTON POST—July 25, 1976

Under a directive from the Federal Reserve, bank loans to REITs increased from $6.5 billion to $11.4 billion despite the fact that bank losses have increased tenfold since 1965. In 1972 aggregate loan losses were $800 million; in 1974 losses rose to $2 billion. Bad real estate loans are also attributed to the failing of the National Bank of Long Island.

FORBES—February 1, 1975

The nation's largest REIT, Chase Manhattan Mortgage and Realty Trust (assets of $1 billion), lost $166 million in fiscal 1975 (ending May 31). Over 70 per cent of its portfolio is non-income producing.

BUSINESS WEEK—April 5, 1976
BARRONS—April 5, 1976

First Mortgage Investors, a REIT with assets of $670 million informed Federal Reserve Board member Arthur Burns that unless loans were forthcoming the fund would go bankrupt.

FORBES—February 1, 1976

Western Union Corporation owed its pension fund $364,000,-000 in 1971 or 44 per cent of the net worth of the Company. Uniroyal was in a similar position, owing one-third of its $1.3 billion in assets to its pension fund—almost its entire net worth.

PLAYBOY—January, 1976

A Comparison With Other Trust Funds (on performance)
(Central States Pension Fund earns approximately
4.5% on total portfolio,
6.2% on real estate portfolio)

At year-end, 1975, only 48 of the 146 publicly-traded Real Estate Investment Trusts were operating in the black.

Nearly half the REIT industry's $19.8 billion portfolio was returning no money to the lending trusts—almost half of all loans were non-income producing.

Some $7 to $8 billion of the $11 billion in REIT bank loans were being renegotiated with lenders mostly large national banks and insurance companies.

BARRONS—April 5, 1976
U.S. NEWS & WORLD REPORT—August 23, 1976

In mid-January, Continental Mortgage Investors, the nation's second largest REIT defaulted on $508.3 million in bank loans and $43.5 million in senior long-term debt.

BARRONS—April 5, 1976

J. P. Morgan & Co., reports that bad loans reduced its net income in 1975 by $12.3 million to $183.8 million.

Chemical New York Corp. reported that loans not accruing interest or loans renegotiated at lower rates cost the firm $20.7 million.

BUSINESS WEEK—April 19, 1976

Chase Manhattan, third largest bank holding company, increased its loan loss by 164 per cent during 1975.

Citicorp of New York, second largest bank, raised its loan

loss provision by 134 per cent.
BankAmerica, the nation's largest, increased its loss provision by 65 per cent in 1975.

BUSINESS WEEK—April 19, 1976

Over the last decade, public investment funds invested in equities have turned in an average annual rate of return of 2.3 per cent.

BUSINESS WEEK—April 5, 1976

Asset values of corporate pension fund equity portfolios rose by 28.7 per cent in 1975—their best performance in 15 years. This marked the beginning of a two-year downward spiral during which corporate pension fund investments declined 45 per cent in the stock market.
Despite the turnaround, equity funds still trailed the Standard & Poors stock index by eight percentage points.

BUSINESS WEEK—April 5, 1976

In the period January 1 to June 17, 1976

Strategic Investments Fund	lost 30.20 per cent per share value
United Services Fund	lost 22.09 per cent per share value
Research Capital Fund	lost 17.72 per cent per share value
International Investors Fund	lost 13.48 per cent per share value
ISI Trust Fund	lost 1.39 per cent per share value

BUSINESS WEEK—July 5, 1976

In 1975 per cent of Gross Operating Income of Trust Departments for

Citicorp	was 1.3 per cent
Chase Manhattan	was 1.7 per cent
Mellon National	was 2.3 per cent
Manufacturers Hanover	was 1.9 per cent
BankAmerica	was .8 per cent

FORBES—July 1, 1976

A Comparison with Other Trust Funds—(Pension Benefits.)

TEAMSTERS' CENTRAL STATES, SOUTHEAST AND SOUTHWEST PENSION FUND	
Normal Retirement Benefit	$6,600.00 per year
CONSOLIDATED EDISON COMPANY	
Normal Retirement Benefit	$5,985.00 per year (less 50% Soc. Security Benefit)
HARRIS TRUST AND SAVINGS BANK	
National Retirement Benefit	$5,625.00 per year
PASSAIC GENERAL HOSPITAL	
Normal Retirement Benefit	$4,905.00 per year
FEDERAL RESERVE SYSTEM	
Normal Retirement Benefit (Maximum)	$4,740.00 per year
AMERICAN HOIST AND DERRICK COMPANY	
Normal Retirement Benefit	$4,500.00 per year
UNITED MERCHANTS AND MANUFACTURERS PENSION PLAN	
Normal Retirement Benefit	$4,500.00 per year
PENNSYLVANIA GAS AND WATER COMPANY	
Normal Retirement Benefit	$4,237.50 per year
S. C. JOHNSON & SON, INCORPORATED	
Normal Retirement Benefit	$3,750.00 per year
PUBLIC SERVICE ELECTRIC AND GAS COMPANY	
Normal Retirement Benefit	$3,591.00 per year
ANACONNA AMERICAN BRASS COMPANY	
Normal Retirement Benefit	$3,330.00 per year
UPHOLSTERER'S PENSION PLAN	
Normal Retirement Benefit	$2,462.50 per year
LABORERS ROCK, SAND & GRAVEL PENSION FUND	
Normal Retirement Benefit	$1,950.00 per year

MOTION PICTURE INDUSTRY PENSION PLAN
At Age 62 — $1,920.00 per year

NORTHERN CALIFORNIA FOOD INDUSTRY PENSION FUND
Normal Retirement Benefit — $1,800.00 per year

UPHOLSTER'S NATIONAL PENSION PLAN
Normal Retirement Benefit — $1,755.00 per year

AMALGAMATED MEAT CUTTER AND BUTCHER WORKMEN'S UNION AND INDUSTRY PENSION PLAN
At Age 64 — $1,692.00 per year

BUILDING SERVICE EMPLOYEES PENSION TRUST
Normal Retirement Benefit — $1,500.00 per year

KRAFTCO CORPORATION
Normal Retirement Benefit — $1,368.00 per year

RETAIL CLERKS UNION & FOOD EMPLOYERS
Normal Retirement Benefit — $1,200.00 per year

SAN FRANCISCO CULINARY, BARTENDER AND SERVICE EMPLOYEES PENSION PLAN
Normal Retirement Benefit — $1,198.80 per year

CHICAGO BREWERS
Normal Retirement Benefit — $1,080.00 per year

GEIGY CHEMICAL CORPORATION
Normal Retirement Benefit — $1,080.00 per year

ENGINEERS JOINT PENSION FUND
Normal Retirement Benefit — $ 900.00 per year

NEW ORLEANS STEAMSHIP ASSOCIATION, INTL. LONGSHOREMEN'S ASSOCIATION
Normal Retirement Benefit — $ 720.00 per year

STEAMFITTERS LOCAL NO. 80 AND EMPLOYERS JOINT PENSION FUND
At Age 64 — $ 701.57 per year

NORTHERN CALIFORNIA ELECTRICAL WORKERS PENSION PLAN
At Age 64 — $ 676.80 per year

EASTERN WOMEN'S HEADWARE ASSOCIATION
Normal Retirement Benefit — $ 660.00 per year

HILLS BROTHERS COFFEE, INCORPORATED
Normal Retirement Benefit — $ 660.00 per year

CARPENTERS PENSION TRUST FOR NORTHERN CALIFORNIA
Normal Retirement Benefit — $ 600.00 per year

IVE AFL-CIO PENSION FUND
At Age 62 — $ 583.20 per year

LOS ANGELES HOTEL—RESTAURANT EMPLOYER—UNION RETIREMENT FUND
Normal Retirement Benefit — $ 480.00 per year

STATE OF THE UNION

Workers' Compensation Due in Next Session

Legislation to establish a federal-state workers' compensation system is expected to receive a big push in the coming session of Congress.

Both the House and Senate this year held extensive hearings on the legislation proposed to set minimum federal standards for state workers' compensation plans.

Opponents to the measure object to an enforcement provision which would require states to provide benefits in the bill as though the provisions were part of the state compensation law.

Federal Pension Fund Law Inspires Investment Caution

Pension fund managers across the United States are making investments cautiously since enactment of what has come to be called the Pension Reform Act in 1974.

As a result of the "prudent man" standard embodied in the Employee Retirement Income Security Act—ERISA, as it is commonly known—small business reportedly is starving for loan money.

The reason is that investment managers, more than in the past when most of them maintained a diversified portfolio, are now funneling increased amounts of pension fund money into the largest corporations in the U.S.

The "prudent man" standard is a key provision of ERISA. It requires trustees of pension funds to use the same diligence in choosing fund investments as they would in managing their own affairs.

Unfortunately, nobody yet knows the boundaries implied by the word "diligence." For that matter, "prudent man" has yet to receive a high level legal definition.

Because of the confusion about the precise responsibilities imposed by the standard, many portfolio managers are playing it safe. They are making investments in only the largest and most consistently successful corporations. Such a policy, the managers seem to believe, keeps them secure from personal charges of imprudence.

Such low-risk investments provide a lower rate of return than investments which have a higher risk potential but pay off big upon success. The net result is in keeping with the traditional operating principles of free enterprise: Investment returns to pension funds are beginning to show a pattern of decrease.

Big corporations that are not in the top 100 in the land so far as favored investments are concerned, are beginning to suffer. They are among the most active in seeking a clarification of the "prudent man" rule. They claim it should be reworked so as to be expressly applicable to a *total* portfolio of pension plan investments rather than to each individual investment.

The Committee of Publicly Owned Companies (CPOC), an organization formed in 1973, has declared that many small and medium-sized companies are being deprived of the more than $145 billion of investment funds held by pension plans, thus depriving them of capital needed to produce goods and services.

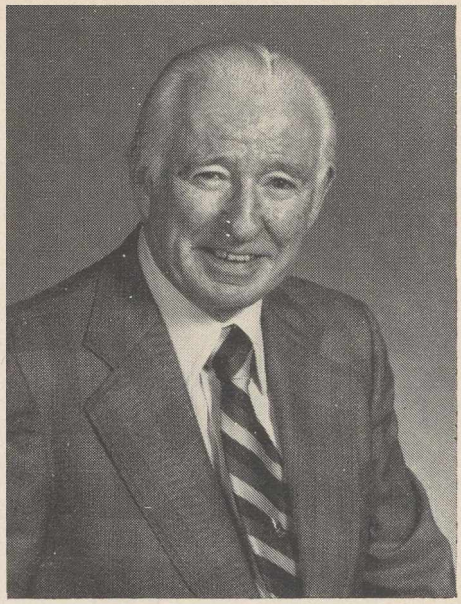
CPOC hopes to get ERISA amended specifically to authorize pension fund managers to invest one per cent of their plan's assets in companies with paid-in capital of less than $25 million.

Investment managers for years have generally maintained portfolios in such a manner as to reduce risk but still giving them a chance at a very high return on what might be broadly called an investment gamble here and there.



Backpay of $10,000

Joe West (right), a member of Teamster Local 783 in Louisville, Ky., receives a $10,000 backpay check from Norman Colgate, business representative of the local union. The union processed West's grievance following his discharge by the Pepsi Cola plant in Louisville. He was reinstated with full seniority.



Clark Retires

Peter F. Clark, a representative of Teamster Local 757 in Elmhurst, N.Y., for 37 years, retired recently. Through the years he served as shop steward, business agent, vice president, secretary-treasurer, and finally as president.

The Teamsters and the Eagles

Dear Mr. Fitzsimmons:

Our paths have not crossed since I was privileged to present the Green-Murray Award of the Fraternal Order of Eagles when you were in Lake Geneva, Wisconsin.

That was a great day as I would guess that more Teamster Union members belong to the Eagles than to any other fraternal group. The Eagles Club is a home-away-from-home for lots of over-the-road drivers.

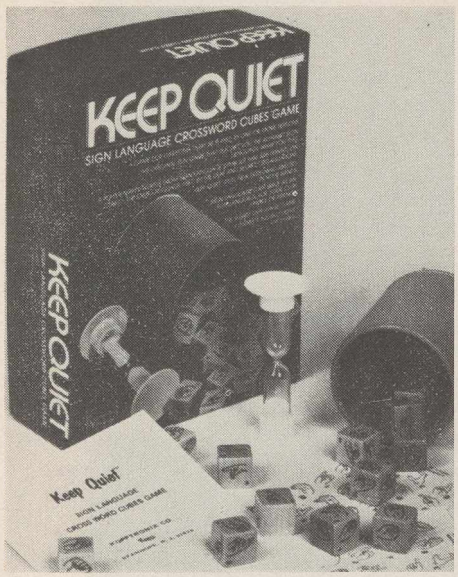
Our president this year — Clyde Schmieg, of St. Paul—was a truck driver and for many years a truck dispatcher in the Twin Cities.

We are proud of our close association with the Teamsters.

Fraternally,

Justice Robert W. Hansen
State Capitol
Madison, Wisconsin

WHAT'S NEW



A Special Gift

For those with deaf people in their household, or who like quiet moments of reflection without the usual noise of the household, give this new entry in parlor games a look. Called "Keep Quiet," it was specially designed to teach the sign language alphabet, which is fun to learn. The crossword cube game is played with wooden cubes depicting the alphabet sign language rather than the Roman alphabet. Once you have played it, the manufacturer says, you can talk with your hands—even to the deaf. Learning a private language appeals to children, and this has helped to make the game popular.



Change in Your Pocket

Another unusual gift idea is an exact replica of the dollar that young George Washington threw across the Rappahannock River near Fredericksburg, Virginia. It was also called the Spanish "Pillar Dollar" and was circulated freely as money in the American colonies. It was in use as late as the mid 1850's. It is, of course, the famous "Piece of Eight" read about in pirate stories, and it makes a fascinating conversation piece. The replica comes on a display card that explains its history.



Defogger

A seasonal product will keep your windshield free of fog for up to two weeks, the marketer claims, and cleans as well. Why put up with irritating condensation, road film, or tobacco smoke? For winter or night-driving, clear glass is a must. Two or three squirts are claimed to be enough to clean a windshield and protect for two weeks or more from fogging. The maker claims it's superior to seven other brands tested. Works for automobiles and trucks, kitchen windows, and even bathroom mirrors!

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

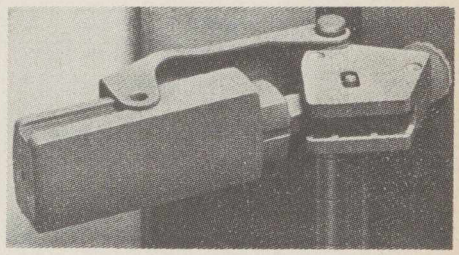
A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Lasting Memorials

These union-made memorial Bibles are designed as fine family keepsakes or memorable gifts, as well as expressions of sympathy. Published in Protestant and Catholic editions, these Bibles contain a special index to occupations, crafts, professions, tools and implements mentioned in the Bible. A Jewish edition is also available. Special prices are offered local unions for quantity purchases of sympathy Bibles.

Bag It

For the classy mechanic, this little brown leather bag gives an air of sophistication to a job—and keeps all the tools in one place as well. There are two inside pockets to hold smaller items, and the bag is all top-grain leather with a thick "shoe sole" leather bottom to take plenty of abuse. Heavily stitched and riveted at stress points. Size is 16 x 6 x 5 inches.



Shut Up

This can help those open-door frustrations, especially in a home with young children. It fits any door with a pin-type hinge, like the one in the illustration. It gently but firmly closes the door behind you—or your kids—and helps to preserve your privacy and your sanity. It also helps to keep the heat inside in winter, out in summer, so it will work for you all year around. To install, the hinge pin is removed, placed through the door closer, and the hinge replaced. There's no drilling or mounting, no screws involved.

JOKES

"Feesible"

After examining a patient the doctor said, "Your physical problem seems to be caused by mental anxiety. Remember: whenever anxiety or worry comes along, just toss it aside."

The patient thought a second and then said, "Thanks. I'll remember that especially when your bill comes along."

Try, Try Again

A little boy watched his mother apply cream to her face before going to bed.

"Why?" he asked.

"To make me pretty," said Mother as she wiped it off.

"Didn't work, did it?" said her son.

Bum Steering

A mother consoled her wailing son: "Mommy's sorry she ran over your tricycle, honey, but what in the world was it doing in the flower garden?"

A Certain Degree

A Theology student named Fiddle
Refused to accept his degree;
When his friends asked him why,
He would always reply,
"I would then be called Fiddle, D.D."

A.P.B.

A woman ran into the police station crying frantically, "Please help me! My husband has disappeared!"

"Give us a description of him, and maybe we can find him for you," said the desk sergeant.

"Well, he's tall, dark and very handsome. He has dark, wavy hair and deep, beautiful eyes. He's six-foot-one. . . ."

"Why, I know your husband," interrupted a policeman standing nearby. "He's short, chubby, bald-headed and droopy-eyed!"

"I know," replied the woman, "but I thought that if you found one that answered my description, I'd take him home instead!"

After You

Wife: "You got to that taxi as soon as that other guy! Why did you let him talk you out of it?"

Husband: "Well, he really needed it more than I did. He was late for his karate lesson."

Tuned Out

Although they are usually composed of stupid husbands, know-it-all wives, and spoiled, ill-mannered children, there's one thing you have to admire about the families on TV shows: They don't waste all their time watching TV!

TELL US WHERE YOU ARE MOVING FROM.



TELL US WHERE YOU ARE MOVING TO.

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City State Zip Code

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LEDGER NO._____

(If unknown—check with Local Union)

NAME OF EMPLOYER_____

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

PURE POLITICS

It would be well for the Democratic South to copy the tolerance of the States of New York and Massachusetts in the selection of their candidate for President at the next Democratic convention. Al Smith, elected Governor of New York, and David I. Walsh, elected Senator of Massachusetts, were not elected by Democrats. They were elected mostly by the Republican Protestant votes which came to the rescue of the non-Protestant vote. The voters in those districts did not look at the religion or politics of the man; they only looked at what he has done and they paid him by a vote of confidence. The man and what he stands for is the main thing after all. Southern Democrats, take notice, else you will be out in the cold from 1928 until 1932.

WHAT THE ELECTION MEANS

The election is over and by this time we have had an opportunity to digest the result. Apparently there was not very much encouragement for the Republican Party. However, that party still holds a majority in Congress. The result in the Senate chamber will be that the Republicans will have about two majority. But the Senate cannot enact any legislation without the consent of Congress and the Republican Party has Congress, leaving the situation such that there is not any chance for either side enacting very much of either progressive or non-progressive legislation within the next two years. It will be a case of politics all the way through.

The result of the election, however, proves that the power of popularity of the President, in Massachusetts, did not amount to much because the Democratic candidate, David I. Walsh, won out in a state that is normally Republican by two hundred thousand, defeating his opponent, Mr. Butler, by fifty-six thousand votes, although Mr. Butler was the only candidate for office in whom President Coolidge personally interested himself by appealing to the voters of Massachusetts to elect him.

It is safe to say now, from political observations throughout the country, that Calvin Coolidge will not be considered for nomination by the Republican Party in 1928.

The Republican Party is not lacking leadership, and although there is some disgruntled feeling within the party it has plenty of leaders. The two men who will stand out most prominently for the Republican nomination at the next convention will be Secretary Hoover, a careful, deep-thinking strategist of world-experience, who has always made good in every office he has held and in every mission to which he was appointed by the several administrations, both Republican and Democratic. Next will be Frank Lowden, ex-Governor of Illinois, who in the last convention of the Republican Party refused the job they gave Dawes as Vice-President. He was one of the greatest governors Illinois ever had and he has the backing of the disgruntled, dissatisfied farmers of the country.

What will this lead the Democrats to in their convention? The way things are shaping up now the indications are that there will be a repetition of the demoralization that prevailed in the convention in New York in 1924.

It looks as though McAdoo is going to be a candidate; also Al Smith, and the party is about evenly divided between the two. Both of these men are friends of Labor.

In so far as Labor is concerned it will watch the political situation in Washington. It will watch both conventions when they take place and if they nominate candidates on platforms such as they gave us in 1924, Labor will have to do the best it can to select the candidate who pledges himself to support Labor, whether that candidate is successful at the polls or not.

There is not much difference between some of the Republicans and some of the Democrats, who are in Congress, as some of the most narrow-minded men in the United States Senate are some of the Southern Democrats. I would rather trust, and I have more confidence in an Eastern Republican than I have in some of the Democratic Senators who come from states where the trade union movement is crushed and beaten and driven backward continuously.

EDITORIAL

I have just had a report from our organizer in Cincinnati and he tells me that Local No. 98, Milk Wagon Drivers, Chauffeurs and Dairy Employes, of that city, just signed an agreement with an increase in wages for all employes ranging from $2.00 to $4.00 a week, one day off in seven, or, in other words, a work-week of six days. Night work has also been eliminated during the winter months, so from now until April there will be day delivery only in Cincinnati.

As stated above, the general increase for the drivers and chauffeurs averages $2.00 a week; some of the other employes getting a $3.00 and $4.00 a week increase. Therefore, when you take the increase into consideration together with the fact that the men will now have a six-day week, surely this should be sufficient proof of the benefits and the good that result from organization.

A GLIMPSE OF THE IMPRESSIONS MADE UPON ME WHILE TRAVELING THROUGH EUROPE

Here we are in Florence! This is a beautiful, old-fashioned Italian city. The inhabitants here make you feel at home and everyone in the hotel is quite courteous and very friendly. Today we visited the home of Dante, many galleries and several old churches. After driving through the city and parkways and in the evening doing a little shopping, we left next day for Venice.

There is not a taxicab or vehicle on wheels of any kind in the city of Venice, as passengers, baggage, freight and foodstuffs are brought in and out by boats through their canal system.

Each hotel has its own private wharf or docking place. There is absolutely no noise of any kind with the exception of the slow paddling of the gondoliers, and the method by which they find their way through the different canals, that take the place of streets and alleyways, is, to say the least, very amusing.

Each gondola measures above fifty feet and as they approach the bend and are about to turn into another canal they shout out something in the Italian language giving warning that they are approaching from the other side. There are never any accidents, but once in a while there is an argument between the men steering the boats, similar to the dispute or argument which takes place between drivers of vehicles, as to which one has the right-of-way.

The Venetians, in their industry, differ from the people of Southern Italy, as their chief industry is lace making and the lace made there is supposed to be the finest made in any part of the world. I visited the lace factories and observed the girls and women at their work.

They receive very low wages for this delicate, strenuous, eye-straining work. The average wage paid competent lace makers, as all of the work is done by hand, is less than 50 cents a day.

HOLIDAY GREETINGS

FROM THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA



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